

SEVENTH ANNUAL CONVENTION
OF THE
Nurses' Associated Alumnae
of the United States

HELD IN
DREXEL INSTITUTE

PHILADELPHIA, PA.

May 12, 13, and 14, 1904



MINUTES OF THE PROCEEDINGS

THE PROCEEDINGS OF THE SEVENTH ANNUAL CONVENTION

PHILADELPHIA, MAY 12, 13, AND 14, 1904

First Day, Thursday, May 12, 1904.

One P.M.—Presentation of credentials, registration of delegates, and payment of annual dues.

At three o'clock the president took the chair, saying: "The hour has now arrived when we should begin our meeting. We will open this, the Seventh Annual Convention, with prayer by the Rt. Rev. O. W. Whitaker, Bishop of the Diocese of Pennsylvania.

Invocation. The RT. REV. O. W. WHITAKER.

PRESIDENT.—We are unfortunate in not being able to present to you Dr. MacAllister, who was to welcome us to Drexel Institute this afternoon, but on account of illness he is absent. I therefore ask Miss Whitaker, chairman of the Committee on Arrangements, to give us a few words of greeting from Dr. MacAllister.

MISS WHITAKER.—I am very sorry to say that Dr. MacAllister has been very ill for several weeks, and he has requested me to say that he regrets exceedingly that he is not able to be here for the opening of this convention this afternoon, and he bids me tell you that you are most heartily welcome to Drexel Institute and that he will do all in his power to make your visit here a pleasant one. Through the courtesy of Dr. MacAllister, the trustees of the institute have given us the use of this building for our three days' convention, and the picture gallery and the museum will be open for your inspection.

ADDRESS—MISS MARY M. RIDDLE, PRESIDENT.

"It gives me very great pleasure to again open your convention.

"At this, our seventh annual meeting, we hope to redeem our obligations to our profession in *general*, and in *particular* to that great body we represent, the Nurses' Associated Alumnae of the United States.

"We are here assembled to renew our acquaintance with one another and to welcome the new associations that have joined our ranks since last we convened, and as we extend to them the right hand in greeting, we do not hesitate to offer a portion of the work we bear in the other hand.

"Many problems call for our earnest and thoughtful deliberation, and judging from the audience before me, I conclude that the local alumnae societies realized this and sent a full representation to attend to the work before us.

"May we spend our time wisely, may prudence dictate our decisions, and may success crown our efforts.

"If we bring to bear upon our unsolved problems a harmony of spirit, a unity of purpose, a concentration of attention, a willingness for details, and a painstaking perseverance to the end, our success is well-nigh assured.

"We have rejoiced year after year in the praises that have been bestowed so freely upon us; we have been proudly conscious of our achievements, and perhaps with some slight reason, but a time has now come when we cannot afford to relax our efforts, when to spend the moments in congratulations may lose to us the chance for much that is before us.

"The times are ripe. Never had we such opportunities for the fulfilment of a high destiny. Never before was it so perfectly evident to members of the nursing profession that we must work out our own salvation, that we must work it out to certain ends, that we must control the currents or be controlled by them. Never before has there been such need of concerted action; never a time when necessity so loudly demanded that we should stand close together. Then let us close up, and so surround our common enemies—prejudice and ignorance—as to completely vanquish them.

"Doubtless there will come retrogressions, as there have come to some of us during the year in our efforts for State registration; such obstacles will not, however, be allowed to stop progress, but rather be a stimulation to new activities.

"Perhaps the question now most thoroughly enlisting the attention of nurses all over the land is that of registration by the State. The manner of its accomplishment in the various States depends upon the laws and customs of those States.

"It is difficult in one State because the Executive fears to sanction the law lest it give too much power to a body of women; it is restrained in another by reason of the jealousy of a commission, created for a wholly different purpose, that sees in the passage of the nurses' bill an opportunity for widening its own sphere, and sees it so plainly as to have an influence with legislators and cause grave fears among the nurses that their bill might become a law, and that they might be placed under a commission which would render their position in the State much less desirable than before. So grave were the fears of those nurses that a small, self-constituted committee sought an interview with his Excellency the Governor and expressed to him the hope that he would kindly veto their bill if it were presented to him during the present session of the Legislature, with the result that that bill is laid over until another year. Thus might be repeated instances of

struggles, successes, and defeats wherever nurses are working for State registration, but we hope you will have presented to you reports of the progress made by the State associations, and these instances serve to illustrate and prove the need for work by everyone.

"It would seem that the time for advocating the necessity for State registration has passed; but evidently it has not, or every nurse in the United States would be found working for it. Realizing this fact, your Executive Committee decided to devote a large part of the programme of this convention to that subject; and therefore you will have its principles presented to you from points of view both old and new, all of which you are urged to earnestly consider, judiciously weigh, and conscientiously practise in your homes during the coming year. We hope you will be told how best to secure legislation; but if you are not, you can at least make your own deduction from the reports of State associations. We trust you may hear something of the progress of the preliminary course for nurses as inaugurated by other educational institutions. The preliminary course has had its advocates in several of these conventions, and we know that it continues to interest many of our members, but the rate of progress has not been greatly accelerated during the past year largely because managers of technical schools and those advocating the course from the nurses' standpoint fail to meet on common ground. Doubtless concessions will have to be made by both before much can be accomplished. Something has been done by way of demonstrating to one woman's college that the nurses are fully aware of their needs and that no one outside the profession can possibly know those needs or dictate them as well as they.

"Patient, persistent effort has been made and must continue to be made if the hoped-for results are to be attained, and in no way at the present time can our perseverance be better shown than by a constant demand for this part of a curriculum for nurses.

"When we consider what has been accomplished by a few women of our own profession, when we note the success that has been attained in certain lines of work, we grow hopeful and are ready to say, 'If no school or college is willing to take this up for us, why should we not take it up for ourselves?' Is it too much to expect of us? Would it be so much more difficult than what has already been done? Are you prepared to give your earnest thought to it? At least, are you ready to select those who will study the possibilities of such a departure from the old, familiar ways? The time has now come when even the most conservative of our training-schools are ready to coöperate with any scheme which promises them better material as pupils, and if State registration does all that its friends hope it will do, they will of necessity be found even more willing to coöperate.

"It may sound wild and chimerical, but not when viewed by the light of the history of nursing in this country for the last ten years, during which time one experience has crowded upon another with great rapidity, as witness the growth of this very association, the institution of the course for nurses at Columbia College, the establishment of State registration for nurses in many States, the success of that enterprise especially dear to every alumna—THE AMERICAN JOURNAL OF NURSING.

"We can take with us into our consideration of the question this fact—that in the material things of life those who have conquered have always been they who have ventured into the unknown. Of one thing we may be sure—the preliminary course for nurses is bound to be established sooner or later, and if we do it ourselves, we believe it will be well done.

"A very real indication of the trend of public opinion towards the importance of the nurse's work is found in the prominence given it wherever philanthropic or social workers meet in council, an illustration of which will be seen when the National Conference of Charities and Correction is held in Portland during the week of June 15 and gives a large part of its time and programme to the work of the visiting and district nurses; and this is given to the nurses themselves, the practical workers, and not, as is often the case, to the managers, or those who merely support the work by their contributions of money.

"We shall also have another fine illustration of this fact when the International Council of Women meets in Berlin next month for the consideration of ways and means for the betterment of humanity, and gives largely of its time and space to questions which pertain to the work of the nurse. Loyal, energetic women all over the world are thus banded together for the promotion of the common weal. The very contemplation of the idea is an incentive to all to gird on the armor a little more securely, for in such work we delight to have a place. The Empress of Germany has graciously consented to be the honorary chairman of the congress, and together with other members of the royal household will attend the meetings and otherwise show her sympathy for the work and workers.

"We, through our membership in the American Federation of Nurses, belong to the National Council of Women and thus to the International Council. We are to be represented in the congress in Berlin, where energy of mind, genius, power, will speak in many tongues which the world will hear and heed.

"It will be our pleasure later, in convention assembled, to send to them some greeting, not merely that our delegate may have a more salutary introduction, but because we wish to show our sympathy for

that great body of women, 'endeavoring to comprehend in all its magnitude, and to feel in all its importance, the part assigned to them in the great drama of human affairs.'

"That they may arrive at conclusions which shall formulate plans for the continued betterment of mankind is our earnest hope and sincere belief; for they, by their works and influence upon affairs,—local, national, and international,—have gained a vantage-ground from whence success must be eventually won.

"As a convention we have among the obligations devolving upon us that of reconstructing the by-laws governing the conduct of this association. Happily, the constitution was fixed last year. Doubtless most of you have given the matter some thought and gained much information, as opportunities have been presented you for so doing in your own nursing JOURNAL.

"You will recall the eloquent appeal made in our last annual meeting for the continuance of high standards in the Associated Alumnae, also the fact that the appeal was appreciated and sanctioned by the assembly.

"Your committee will place in your hands for your approval or otherwise the by-laws as reconstructed by them. The question of eligibility for membership is the one of paramount importance. It would be our pleasure to provide for the membership of all organizations working for the uplifting of the profession, but in this great care and discrimination must be exercised lest we present the spectacle of descending to a lower plane instead of encouraging our co-workers to rise to ours. Experience has taught us that we gain much by insisting upon the inauguration and maintenance of high standards. The curriculum of more than one school has been improved and extended to meet the requirements for membership in the Associated Alumnae. Our organizers foresaw the wisdom and necessity of such a course when they conceived the plans for the construction of this great body.

"It is not ours in this day to organize, but it is our great duty to preserve the well-tried and useful methods and, if possible, improve them. It is our duty to develop all our resources and assist others to know and develop theirs. If they can best do it by membership in the national body, it should be our esteemed privilege to extend to them our aid, not by the lowering of all barriers, but by showing them how the barriers may be surmounted.

"You will have presented to you the work of another committee—namely, that on 'periodicals.' An analysis of the work of this committee in the remote past is unnecessary—you see it in the valuable organ, the ownership of which it may be your pleasure as an association to acquire. The possibility of this action has been before you

during at least one whole year, therefore it is expected that you come here qualified to act your part according to the wishes of the local body you represent.

"The struggles of that committee in its early days would be interesting to you if recounted, the fearlessness of the spirit of enterprise would entertain you if described, but it might not materially aid you in your present duty, which is to consider the committee's report and the ways and means for the Associated Alumnae to obtain the financial ownership of *THE AMERICAN JOURNAL OF NURSING*. Doubtless you have solved the question of our present form of incorporation permitting such ownership and are convinced of the legality of such procedure.

"Most of the work, as you see it mapped out for us, affects us either as a body or as individuals; in it all we have made very little provision as an association for any means of aiding in the promotion of the general welfare.

"For years we have as a nation been comparatively tranquil; we have been agitated by no mighty revolutions. Other continents have had their thrones shaken, while the foundations of our national power remain firm. We trust it may be ever thus; we hope that the light of peace may be ever upon us; that the products of our toil may be abundant; that dread epidemics may not stalk abroad slaying our beloved first born; that flood and fire may not sweep over our land to lay it waste and spoil the form of its fair face.

"May it never be ours to meet war or famine, pestilence or fire, flood or drought; but, should any of these grave disasters attend upon us, shall we be found unprepared? We shall never as a nation be *wholly* unprepared. Our national resources and our loyal love of country preclude such a possibility, but sufferers there will always be, disasters will occur even in isolated places; war will threaten and necessity may demand that we withhold not ourselves from it.

"How then can this great body of serving-women best serve its country and its country's people when put to such straits? Individuals among us have always been found who would respond to the needs of our fellows—may their number increase and likewise their strength! But the charge has been made, and with some show of justice, that as a body of professional women we respond slowly—we are commercial, we receive more willingly than we give. Indeed, one famous for his good deeds in that profession whose handmaidens we delight to be, as well as for his faith in the work of the nurse, has said that until we eradicate this failing we can lay small claim to the assumption that ours is really a profession. However disputed that point may be, it still remains true that we often miss our opportunities for identification

with the world's great philanthropies. Is it not time that we should, and may we not here decide to, reverse our methods, and place ourselves on record as being organized for response to any call that may come to us to aid humanity in any needed way?

"We have in this country an organization known as the National Red Cross Society, with whose name at least we are familiar, but whose plans for work we do not always comprehend. Our idea would be to ally ourselves with this national body for practical purposes.

"Unhappily, the Red Cross Society is not at present able to do much work,—it being in a process of reconstruction,—but it will eventually be as effective as any society of its kind in any other nation in the world.

"So strong was the conviction that nurses should be awake to their opportunities and responsibilities in this direction that an informal committee visited in Washington, last winter, members of the Red Cross Association in high official position and placed the matter before them. The suggestions of the committee were welcome, and it was advised to make preparations for the work, with the promise that an opportunity would be given the nurses for rendering their service whenever the demand for such service should arise, and with the further promise that if there were then no Red Cross Society with which they could be allied there would be some organization equally effective.

"This concession was made because of the very evident fact that neither distinction nor position, neither money nor any other emolument, was sought, but simply an opportunity for work in the most practical and effectual manner. Therefore the appeal is made to you to consider the advisability of getting into form for such work. It is made to *you* because *you* are the rank and file of the nursing profession in this country, and without you nothing can be done, upon you must the dependence for service be placed.

"Let us be personally indifferent whether this new work be inaugurated under the auspices of the Associated Alumnae, or the American Federation of Nurses, or some other nursing body: thus shall we prove the sincerity of our request for *only an opportunity to serve*. 'Let our conceptions be enlarged to the circle of our duties and opportunities.'

"Then shall we fulfil one of the avowed purposes of our being.

"It is indeed a pleasing reflection that for the consideration of these vital questions we are fortunate enough to meet in this grand old city of 'Brotherly Love,' with its history as the centre of wise deliberations in the past. We gather courage and inspiration from the contemplation of what our fathers here accomplished, and we would

show forth our gratitude to the friends who made it possible for us here to assemble and who have to-day offered us kindly greeting and hospitality.

"May we reward them by pursuing diligently the great objects we have before us, that they may be able to say in the future, *here* were inaugurated schemes for the betterment of humanity and the uplifting of an honorable profession.'"

PRESIDENT.—We will ask Miss Whitaker to give us the report of the Committee on Arrangements.

Miss Whitaker reported as follows:

"The Board of Trustees of the Drexel Institute, through the courtesy of its president, Dr. James MacAllister, having kindly granted the auditorium, lecture-room, and other facilities for the use of the association. The library, museum, and picture-gallery will be open after each session to the delegates. Dr. MacAllister regrets very much that owing to ill-health he is not able to be at the opening of the convention, and asks me to say that 'you are all most cordially welcomed to Drexel Institute, and we shall endeavor to do everything in our power to make your meeting here as pleasant as possible.' Three committee rooms are given for the use of the association and the auditorium for a cloak-room.

"Cordial invitations have been extended to the members of the Nurses' Associated Alumnae to visit the following hospitals—University, Blockley, Presbyterian, Episcopal, Jefferson, Methodist, Hahnemann, Jewish, Germantown, Medico-Chirurgical, German, Polyclinic, St. Joseph's, Woman's.

"This afternoon from four to six o'clock a 'tea' will be given to the members by the Alumnae Association of the Polyclinic Hospital, 1818 Lombard Street, in their Nurses' Home. South Seventeenth Street cars are the nearest.

"Pennsylvania Hospital, Eighth and Spruce Streets, founded in 1751, possesses many interesting features, and you are all cordially invited to visit it between the hours of three and five P.M. to-day. This evening a reception will be given by the Germantown Hospital managers (through the thoughtfulness of the superintendent of the hospital, Mrs. Maud Vaughan) at the Manheim Cricket Club, five-minutes' walk from Queen Lane Station, Germantown. All graduate nurses are cordially invited to be present. Special train will leave Broad Street Station on Pennsylvania Railroad at seven thirty-seven this evening. Please meet there promptly at seven-twenty P.M. A badge of white ribbon must be worn to get through the gate to the train.

"A luncheon will be served to the members daily for thirty-five cents in the students' dining-room just across the street. This is through the courtesy of Miss Spring, director of the Domestic Science Department of the Drexel Institute.

"To-morrow, Friday, from nine-thirty to ten A.M. an organ recital will be given in the auditorium by Mr. James M. Dickinson, the organist of Drexel Institute. Four P.M. a visit to Girard College. Hearty invitations from the Board of City Trusts have been given by the president, General Louis Wagner. White badges must also be worn to gain admission. Battalion drill has been postponed until four-thirty P.M. for our accommodation. Eight P.M., a dinner by the graduate nurses of Philadelphia to the officers, delegates, and charter members will be given at The Roosevelt, 2027 Chestnut Street. Visiting nurses can secure dinner cards by notifying any member of the Committee on Arrangements not later than Friday at ten A.M.

"Saturday, four P.M., tally-ho ride for officers, charter members, and delegates through Philadelphia and Fairmount Park out to the Episcopal Hospital, where a supper will be given them by the managers of the hospital. All members attending sessions are invited to the supper and can go out to the hospital on the cars.

"An invitation has just been received for the members to visit Woman's Hospital, North College Avenue, where tea will be served every afternoon during convention.

"Anyone wishing to visit points of interest in the city or suburbs can get directions or secure the services of a guide by speaking to any one of the ushers."

"M. MARGARET WHITAKER,

"Chairman Committee on Arrangements."

PRESIDENT.—I want to urge upon the delegates the necessity of prompt attendance upon these meetings. We have much to do and shall have very little spare time. Therefore the session will open promptly at ten o'clock; if you do not wish to disturb the progress of it, be in your seats before that time. You are now adjourned to meet at ten o'clock to-morrow morning in this hall.

Second day, Friday, May 13, 1904—Morning.

The house was called to order at ten o'clock, president in the chair.

PRESIDENT.—As this is the beginning of our business session, we will open our proceedings with the roll-call.

The secretary called the roll, one hundred and seven delegates with one hundred and seventeen votes (five proxy votes) responding.

PRESIDENT.—We will listen to the secretary's report.

SECRETARY.—Madam President, as a report, I would call the attention of the delegates to the minutes of the sixth annual convention, which they have in printed form, and proceed with the report of the proceedings of the Executive Committee for the year 1903-1904.

"MADAM PRESIDENT AND DELEGATES: The Executive Committee in presenting its report last year prefaced it by reminding the members of the Associated Alumnae that the period had been, of necessity, one of planning and shaping preparatory for the work to be taken up in the future, when the by-laws should be definitely settled upon. This year, as last, the committee has been able to do only such routine business as presented itself for immediate solution.

"The preliminary meeting of the year 1903-1904 was held in Hotel Brunswick, Boston, on Saturday, June 13; there were present at this meeting Miss Riddle, who had succeeded herself as president; Miss Rudden, first vice-president; Mrs. Hutchinson, second vice-president; Miss Healy, treasurer, and Miss Thornton, secretary.

"At this meeting the Alumnae Associations of the following hospitals were considered and promoted to full membership: House of Mercy, of Pittsfield, Mass.; the Old Dominion, of Richmond, Va., and the Salem, of Salem, Mass. The business of the convention was wound up and the work for the new year outlined.

"Miss Lucy Walker had been elected chairman of the Committee on Arrangements, and it was decided to ask her to place on her committee representatives from as many different hospitals in Philadelphia as possible. Miss Milne was appointed on Printing Committee.

"The second meeting was held at 120 East Thirty-first Street, New York City, on February 4. There were present at this meeting Miss Riddle, Miss Rudden, Miss Healy, and Miss Thornton.

"The applications of the Newton Hospital, membership forty; the Wilkes-Barre, membership forty-two; the Western Pennsylvania, membership thirty-five, and the Jewish, membership twenty-six, were considered and they were found eligible for full membership.

"The applications of the Freedman's, the Union Protestant Infirmary, and the Reading were not fully understood by the committee, and the secretary was instructed to place the papers on file pending correspondence.

"It was voted to have the Census Committee take up work, and Miss Ross was appointed to take it in hand.

"The secretary of the association was appointed a delegate to the International Congress of Women to be held in Berlin in June, 1904.

"Miss Walker's letter stating that she was unable to act on the Committee on Arrangements for the Seventh Annual Convention was read with regret and Miss Whitaker was appointed to the position.

"It was decided that the papers for the convention should be upon State registration and organization and upon central directories, these to be arranged in sections, and that a chairman be appointed to conduct the discussion upon each section.

"Miss Sara A. Bowen, of the Boston City Hospital Alumnae, was appointed to have charge of the section on State work.

"Mrs. Annie Hutchinson, the second vice-president, took charge of the Central Directory Section, to be presided over by Miss Helen Kelly, of the Illinois Training-School.

"The third Executive Committee meeting was held on February 23, 1904, at 120 East Thirty-first Street, in New York City. At this meeting there were present Miss Riddle, Miss Rudden, Miss Healy, and Miss Thornton. The date of the convention was definitely placed, Thursday, Friday, and Saturday, May 12, 13, and 14, 1904.

"The applications of the Freedman's, membership forty-five; the Union Protestant Infirmary, membership twenty-three, and the Reading Alumnae, membership thirty, were again taken up with the additional information received, and they were admitted to full membership.

"A letter was read from Miss Ross declining the chairmanship of the Census Committee and resigning from the Committee upon Central Directories.

"Miss A. J. Greenlees was appointed on the Census Committee; the chairmanship of the Central Directory Committee was not filled. In the interim there have been admitted to full membership the Williamsport, Pa., membership forty-three; the Maryland Homœopathic, membership twenty-five; the Homœopathic of Pittsburg, membership eighty-six, and the Baltimore City, membership eighteen, action thereon being ratified at the meeting held at the Drexel Institute on May 13, 1904. Miss Riddle, Miss Rudden, Miss Healy, and Miss Thornton present.

"The alumnae of the New England Hospital, the St. Luke's of New Bedford, and the St. Luke's of South Bethlehem were promoted to full membership.

"The committee has under consideration the other three alumnae having an associate membership, making a total of eighty societies and a membership of several thousand.

"The committee has on file applications from the Philadelphia, the Lebanon of New York, the Dr. Joseph Price of Philadelphia, the St. Joseph's of Philadelphia, and the Mary Thompson of Chicago.

"The Executive Committee is in receipt of a letter from Mrs. Robb declining to have her name appear as honorary president of the association. It feels in duty bound to respect her wishes in the matter, but in doing so is sure that it voices the sentiments of the association that though it be not allowed to have Mrs. Robb's name continued on its record as the honorary president, it will be a pleasure to always remember her as its most honorable first president, and feel at liberty to consult her upon matters pertaining to the welfare of the association.

"The committee is in receipt of a letter from Miss Dock donating to the Associated Alumnae one share of JOURNAL stock, thus assuring the association one vote as a stockholder in that corporation.

"The committee would also call the attention of the membership to the necessity for action as a body upon the matter referred to in the president's address—that of alliance with the National Red Cross or with some other philanthropic body purposing to carry on the same line of work.

"The committee would recommend that the associations sending more than one delegate each year would endeavor to return at least one former delegate, thus insuring more familiarity with matters brought up for discussion and of necessity more intelligent action than would be possible with all new delegates.

"Respectfully submitted,

"THE EXECUTIVE COMMITTEE,

"MARY E. THORNTON, Secretary."

On motion of Mrs. Wilcox, seconded by Miss Rhodes, the report of the secretary was accepted.

PRESIDENT.—The report of the treasurer will now be read.

Miss Healy, the treasurer, reported as follows:

TAMAR E. HEALY, treasurer, in account with the Nurses' Associated Alumnae of the United States,
June 1, 1903, to May 12, 1904.

RECEIPTS.

Balance on hand June 1, 1903.....	\$273 76
Annual dues for 1903.....	\$469 65
Initiation fees.....	105 00
Sale of Fifth Annual Reports.....	12 90
Sale of International Congress Reports....	136 85
Sale of Sixth Annual Reports	84 90
Interest on bank account to date.....	809 30
	2 92

DISBURSEMENTS.

Printing of International Congress Reports.....	\$368 00
Printing programmes, ballots, and application blanks.....	\$23 82
Badges for delegates	10 60
Rent of hall, three days	45 00
Expenses of president attending Executive Committee meetings and on alumnae business to Washington	28 00
Expenses of first vice-president attending Sixth Annual Convention and Executive Committee meetings	33 72
Expenses of secretary attending Sixth Annual Convention.....	19 50
Expenses of treasurer attending Sixth Annual Convention.....	16 67
Typewriting and reporting proceedings of Sixth Annual Convention.....	50 14
One thousand reprints of Sixth Annual Report.....	50 00
Annual dues to National Council of Women	16 67
Secretary, stamps, postal cards, and current expenses.....	22 24
Treasurer, stationery, stamps, and exchange on cheques.....	11 69
Stamped stationery	9 57
Typewriting notices, etc.....	2 84
Auditing books.....	4 00
Freight on reports	81
Balance in Bank May 12	\$345 27
	372 71
	\$1085 98

Examined and found correct.
Byron Horton, Auditor.
May 17, 1904.

Funds in bank for purchase of Journal, \$12.00

The secretary read the various communications received, as follows:

"To the Secretary of the Nurses' Associated Alumnae of the United States.

"DEAR MADAM: May I ask you to convey to the Executive Committee of the Associated Alumnae one share of JOURNAL stock, which will be handed you by the secretary of the company?

"Very truly yours,
"L. L. DOCK."

"To the Secretary of the Nurses' Associated Alumnae of the United States.

"DEAR MADAM: At the meeting of the Associated Alumnae, held in Chicago in 1902, I had the honor to be appointed honorary president of the association.

"As I was not present at that meeting, my acceptance of the courtesy could not be read until a year after at the Boston meeting. I have therefore had the privilege of serving as honorary president for two years. Now I beg that you place my resignation of the office before your Executive Committee. While I deeply appreciate the feeling that prompted my appointment, my personal idea is that no honorary position should be held by any active member of the association, as it is understood that each individual member shall do whatsoever work she can to further the interests of the association, and that this opportunity is equally great to the individual member and the official, and therefore appointment to office should only be for active work.

"With renewed expressions of appreciation of the honor done me, believe me, as ever,

"Yours faithfully,
"ISABEL HAMPTON ROBB."

"To the Secretary of the Nurses' Associated Alumnae of the United States.

"DEAR MADAM: At the meeting of the New York County Nurses' Association, held on Tuesday, May 3, 1904, it was moved and carried that a most cordial invitation be extended the National Association to hold the convention of 1905 in New York City.

"Very truly yours,
"J. AMANDA SILVER, President,
"ELIZABETH BURNS, Corresponding Secretary."

"MY DEAR MADAM SECRETARY: Will you convey our best wishes for a splendid session to the Associated Alumnae? We hope that the nurses present will not miss this opportunity to do something for the profession, and will render themselves immortal by taking over the responsibility of the JOURNAL. We are so sorry not to be with you all.

"Yours sincerely,
"ANNIE F. HUTCHINSON."

PRESIDENT.—We will call next for the report of the Committee on "The Course of Study and the Condensing of such Course," by Miss Greenlees.

Miss Greenlees reported as follows:

"MADAM PRESIDENT AND FELLOW-NURSES: Your Committee on Condensing the Alumnae Reports sent out fifty-six question blanks, and fifty-four were answered promptly. Two have not replied.

"Out of the forty-five States in the United States twenty-one report alumnae associations, and in all but four of these State organizations have been formed for the purpose of State registration, the uplifting of the profession in general, and raising the standard of nursing education.

"Following close on the registration movement, spoken of and indorsed by a few of the more progressive alumnae associations, comes the preliminary preparation of the nurse before entering the hospital wards.

"Two schools report public demonstrations given by the senior nurses of their hospital. The alumnae that can take advantage of these are to be congratulated, for it is a most excellent way for the earlier graduates to keep in touch with new methods and appliances.

"Mt. Sinai reports spending the time of one meeting on one of the questions sent out by the committee—viz., 'What has been done in a social, educational,

or charitable way?" These questions are intended to be brought up for discussion in the various associations, and, if it has been generally done, the committee is encouraged.

"Several alumnae, instead of sending suggestions for work for the coming year, ask for them. They are given as received for their benefit as follows:

"To have courses of study relative to questions touching private duty and district work;

"To have social and charitable organizations which would be closely allied to district nursing;

"To have doctors address such meetings and have them monthly;

"To have associations interest themselves in educational work other than nursing;

"To have courses of general lectures, including physical culture, bacteriology, sanitary inspection, and parliamentary law.

"One sends this problem: 'How to establish an annuity fund or home for those too old to work.'

"Two, of which the following is one, are making it a point of alumnae work to encourage, support, and work for the ownership of THE AMERICAN JOURNAL OF NURSING. One school is now raising funds for the purchase of stock in the JOURNAL Company. It is to be regretted this is not the general rule. There should be a committee in each association for the advancement of the interests of the JOURNAL, including active work to increase the subscription list.*

"From St. Luke's, Chicago, comes this:

"We suggest a broader interest in the nursing world outside of one's individual alumnae. Also more active encouragement in the welfare and support of THE AMERICAN JOURNAL OF NURSING, by subscription or otherwise. The fact that the effort of the JOURNAL has been particularly in the interests of the nurses of these United States has not been encouragingly recognized by those nurses.'

"Respectfully submitted,

"ANNA J. GREENLEES,

"Chairman of Committee."

*And to keep the JOURNAL informed of all new nursing work and progress not only in the individual associations, but in the community.

Alumnæ Associations.	Membership.	New members.	Resignations.	Deaths.	Dismissal.	Meetings.	Work accomplished.
University of Michigan, Ann Arbor.	45	9	...	...	...	Eight business, educational, and social.	Lectures have been given on the Consumers' League and parliamentary law. The alumnae was entertained by the ladies of the faculty of the university several times during the year. A reception was given to the graduating class. Money is given each year to the hospital circle of King's Daughters and the Fruit and Flower Mission. Working for registration.
Old Dominion Hospital, Richmond, Va.	33	6	...	...	...	Meetings held quarterly.	Two lectures were given and one social meeting was held.
Illinois Training-School, Chicago, Ill.	273	16	...	1	36	Monthly meetings, business, educational, and social.	Papers were read at the meetings on Wisconsin, Indiana, and Illinois, also on foreign travels. Several meetings were social, one being an evening musical. The following subjects are to be taken up the coming year: "Central School," "Central Directory," and a "Chicago Nurses' Club." Improvement in good-fellowship. Work for preparatory course for nurses.
Massachusetts General, Boston, Mass.	210	24	4	2	25	One educational, seven social.	United with other alumnae associations and graduate nurses in the District of Columbia to form the Graduate Nurses' Association of the District of Columbia, the principal object of which is State registration.
Garfield Memorial Hospital, Washington, D. C.	56	4	...	...	...	Seven business, two educational, one social.	California State Nurses' Association formed, also a nurses' directory. Entertained the delegates to the national meeting of the Spanish-American War Nurses. Endeavoring to endow room for sick nurses, also to forward the education and equipment for the Pacific Coast Nurses.
Children's Hospital, San Francisco, Cal.	93	19	...	...	2	Eight meetings, combining business, educational, and social.	An alumnae room has been established at the hospital. Efforts made towards raising sick fund.
Virginia Hospital, Richmond, Va.	30	8	...	...	...	Six business and social.	Are working to endow a bed, necessary amount, five thousand dollars. By different entertainments two thousand dollars has been raised.
Allegheny Hospital, Allegheny, Pa.	100	17	...	2	19	One social, six business.	One nurse kept at Nurses' Settlement. Demonstrations given by senior nurses to keep alumnae in touch with new methods.
St. Joseph's, Paterson, N.J.	11	...	4	1	...	Three business.	Four orphans in India are being educated.
Presbyterian Hospital, New York City.	133	19	1	2	...	Monthly business meetings.	The work of sending a box to the sick poor of the city is to be continued.
Presbyterian Hospital, Philadelphia, Pa.	103	10	2	...	...	Seven business and social.	Attention was given to sick nurses.
Pennsylvania Hospital, Philadelphia, Pa.	11	21	...	5	...	Seven business, social, and charitable meetings.	A tea was given to the graduating class.
Paterson General, N. J.	58	6	...	...	...	Six business and social meetings.	Two social meetings.
Orange Memorial, N. J.	100	13	...	3	...	Four business and social and two lectures.	Medical lectures were given. A reception to the superintendent and a tea. The sick members were cared for. An alumnae room in the hospital was furnished.
Kings County Hospital, Brooklyn, N. Y.	43	2	...	...	...	Four business.	One share stock taken in THE AMERICAN JOURNAL OF NURSING. A fund raised for the care of sick nurses.
Hospital of the Good Shepherd, Syracuse, N. Y.	52	5	...	...	...	Monthly business, educational, and social.	Through the efforts of the alumnae ten thousand dollars has been presented for endowment purposes.
Bellevue Hospital, New York.	204	19	1	...	...	Eight business and social.	
Mt. Sinai Hospital, N. Y.	90	13	2	...	3	Eight general meetings, and five directors' meetings. Business and social.	

Alumnae Associations.	Membership.	New members.	Resignations.	Deaths.	Dismissed.	Meetings.	Work accomplished.
Hahnemann Hospital, Philadelphia, Pa.	50	7	1	1	8	Monthly business, educational, and social.	A Current Event Club formed. Annual reception to graduating class. A musical was given. Members aided through the sick fund.
New York City Hospital, N. Y.	223	16	2	..	24	Ten business and social.	Lectures were given on general subjects. Reception to graduating class. Needy members were helped.
New Haven Hospital, Conn.	82	11	2	1	11	Ten business and social.	A State association has been formed. Working for registration.
New York Hospital, N. Y.	252	18	7	2	7	Annual meeting, seven regular, two special.	Enlarged quarters were provided for club nurses.
Massachusetts Homoeopathic Hospital, Boston, Mass.	102	16	1	1	2	Monthly business, educational, and social meetings. Annual dinner.	Monthly lectures on subjects pertaining to work. Papers by members on their travels. Working for State registration and how to care for sick members.
Maine General Hospital, Portland, Me.	48	15	...	1	1	Twelve meetings, two social.	Two lectures by physicians. Papers at each meeting by members.
Long Island College Hospital, Brooklyn, N. Y.	166	24	2	1	..	Nine business, educational, and social.	Lecture course. Association incorporated. Registry established at Nurses' Club. The services of nurses given in a number of cases to charity.
Hahnemann Hospital, Chicago, Ill.	44	8	...	4	4	Monthly meetings, two social.	Sick benefits given to members amounting to two hundred dollars.
Germantown Hospital, Philadelphia, Pa.	36	8	..	1	2	Eight business.	Much more cordial relations have been established between old and recent graduates.
German, New York City, N. Y.	86	9	3	...	..	Nine meetings.	Have studied parliamentary law.
Columbia and Children's, Washington, D.C.	69	8	1	...	..	Six business and educational.	Course taken in parliamentary law. Social meetings held.
Brooklyn Homoeopathic Hospital, N.Y.	64	3	1	1	..	One social, five business.	.....
Boston City Hospital, Boston, Mass.	300	64	..	1	..	One business and social, one social, four executive.	Sick members visited. Working for State registration.
Augustana Hospital, Chicago, Ill.	60	14	1	...	..	Eight business and educational, one social.	There has been a course of lectures. Alumnae papers. Sick benefit fund established and flowers sent to sick members.
Rochester Homoeopathic Hospital, N.Y.	65	18	..	1	..	Four business and social, two social.	The association is expecting to take up current events and travel.
Rochester City Hospital, Rochester, N. Y.	88	5	1	..	1	Four business and one social.	Alumnae more interested in the work of the association.
Protestant Episcopal, Philadelphia, Pa.	126	17	4	...	..	Monthly, combining business, educational, and social.	Social life improved.
Provident Hospital, Chicago, Ill.	46	6	...	..	..	Twelve business and social.	A course of lectures given on nursing subjects. They have visited and taken care of sick nurses.
Hartford Hospital, Hartford, Conn.	80	12	2	...	..	Business meetings.	.....
Hope Hospital, Fort Wayne, Ind.	29	8	2	..	1	Twelve business and educational.	Furnished room in new wing of hospital. Original papers by nurses read at meetings.
Farrand Training-School, Detroit, Mich.	163	12	...	...	..	Seven business and educational, one special.	Lectures have been given by physicians. Social meetings and literary entertainments held. Donations of money and services to the Visiting Nurses' Association.
St. Mary's Hospital, Brooklyn, N. Y.	38	10	2	...	..	Four business and social.	Maintain room for sick nurses.
Salem Hospital, Mass.	50	3	4	..	2	Nine business and educational.	Have held classes in current events and parliamentary law. A branch of St. Barnabas Guild started.

Alumnae Associations.	Membership.	New members.	Resignations.	Deaths.	Dismissal.	Meetings.	Work accomplished.
Roosevelt Hospital, New York.	84	24	...	...	...	Eight business and two social.	Sick benefit fund started. Appropriations of money and services of nurses given to the Stony Wold Sanatorium for Tuberculous Women and Children.
University of Pennsylvania, Philadelphia, Pa.	126	17	1	1	1	Ten business and three social.	Issued call to initial meeting for forming the State Nurses' Association. Opened nurses' register in the hospital. Money, bedding, and clothing collected for settlement work.
University of Maryland, Baltimore, Md.	82	13	1	1	1	Four regular and one special.	Working for State registration. Alumnae dues have been raised and sick benefit fund established.
Toledo Hospital Training School, Ohio.	54	5	...	1	1	Ten monthly business.	Working for State registration.
St. Luke's, New York.	114	20	1	1	1	Four regular and four special.	A nurses' registry established. Fair held. Endowed a private room for four months of the year in the hospital for graduates. Suggest course in physical culture.
St. Luke's, Chicago, Ill.	135	14	9	1	13	Nine business, educational, and social, two special, five executive.	Eight lectures were given on general subjects. Ten informal teas. Reception to Miss Palmer. Two hundred and forty-seven dollars and fifty cents raised for the sick benefit fund. Five hundred dollars netted by doll's booth towards equipping new hospital for St. Luke's.
St. Joseph, Chicago, Ill.	70	10	6	...	...	Ten business and educational.	A benefit fund established and sick benefits paid.
Johns Hopkins, Baltimore, Md.	276	28	3	1	1	Six business, three educational and business, and one social.	Assistance by means of public meetings, and work on the Preliminary, Legislative, and Publication Committees, in procuring State registration. The Tuberculosis Exposition Exhibit of work of the Visiting Nurses' Association of Baltimore. Contributions to this exhibit from members in Washington, Philadelphia, Newark, and Minneapolis. Special exhibit of visiting nurse among tubercular patients. Maintenance of the successful alumnae journal. Transferring of dividend on one share of stock to the treasury of the Associated Alumnae for future use in the purchase of THE AMERICAN JOURNAL OF NURSING. Assistance volunteered to district nurses to aid in the emergency following the great fire. Financial aid to sufferers. Quarters supplied to the staff of district nurses during a contagious outbreak. Subscription to aid in building tuberculosis sanatorium. To further and encourage so far as able all educational work, such as the Teachers College course in Hospital Economics. Active work towards the ultimate ownership of THE AMERICAN JOURNAL OF NURSING, and incidentally increasing the subscription list. A vigorous campaign against such pernicious educational bait as correspondence schools for nursing.
Methodist Episcopal, Brooklyn, N. Y.	78	15	4	1	1	Ten business and social.	A reception to graduating class. Have started an endowment fund to be used for a room to be known as Alumnae Associate room.
Brooklyn Hospital, Brooklyn, N. Y.	104	...	...	...	...	Business and social meetings.	An endowment fund is being raised, each nurse pledging herself to raise fifty dollars. More than one-third of the amount has been raised.
New York Post-Graduate Hospital, New York.	154	31	1	20	20	Six regular and one special meeting.	Establishment of official registry and a fund for sick nurses.
Rhode Island Hospital, R.I.	131	7	1	...	...	Monthly meetings, business and social.	.....
Worcester City Hospital, Worcester, Mass.	76	10	1	3	3	Social and business.	A reception was given to the graduates.

PRESIDENT.—You have an opportunity now to ask any question that may occur to you in reference to the course of study and the compiling of these reports. I am very sure that Miss Greenlees will be pleased to answer any questions if you present them now.

MISS PAXTON.—I should like to know how, after arranging the course of study, you could compel the attendance of the alumnae membership?

MISS GREENLEES.—I think that anyone interested in a course of study would attend without being compelled.

On motion of Miss Davids, seconded by Mrs. Fleetwood, the report of the above committee was accepted.

PRESIDENT.—We will now call for the report of the Committee on "The Revision of the Constitution."

The report of the Committee on the Revision of the Constitution was read by the secretary, as follows:

"The work of the committee will be placed in your hands during these sessions.

"It was never possible to assemble the committee for work upon the constitution, consequently what you have is the result of correspondence.

"The constitution was decided upon last year, when proceedings were stayed at the eligibility clause. Your committee endeavored to provide for societies other than alumnae in a simple way which seemed also practical. It is practical because the provision is made in the by-laws and a change will not be difficult after a trial of a year or two.

"As our constitution and by-laws have been in a state of reconstruction for years, great difficulties have been found in the management of the affairs of the association. Especially has this been true when committees were new to the work.

"Therefore the committee would earnestly suggest that you decide upon some form of government for the association.

"Respectfully submitted.

"MARY M. RIDDLE,

"Chairman Committee on Revision of Constitution."

PRESIDENT.—This revision of the constitution will be placed in your hands for your action at the proper session. We have not put it in your hands to-day because we have but a limited number of copies and we were afraid we would not have them when they were required.

On motion of Mrs. Milne, seconded by Mrs. Higbee, the report of the Committee on the Revision of the Constitution was accepted.

PRESIDENT.—The next item in the order of business will be the report of the Committee on Periodicals.

Miss Davis, chairman of the Committee on Periodicals, read the report of that committee, as follows:

"MADAM PRESIDENT AND LADIES: At the last meeting of the Associated Alumnae it was voted to add to the number of the Periodical Committee two new members, *not* stockholders, to confer with the old members on the feasibility of the Associated Alumnae owning THE AMERICAN JOURNAL OF NURSING and to suggest ways and means to accomplish it.

"A meeting of your committee was called January 20, 1904, in New York, Mrs. Robb, Miss Nutting, and the chairman constituting the quorum.

"Mrs. Hutchinson, of Chicago, and Miss Frederick, of New York, were the new members elected in accordance with the vote.

"In view of the difficulty of obtaining a quorum when a committee is large and the members widely separated, it was agreed to carry on our deliberations by correspondence. Accordingly, your chairman wrote to each member of the committee asking for ideas and suggestions to formulate a circular to be sent to the affiliated alumnae associations and to the stockholders.

"A circular was sent to the above-mentioned parties asking the stockholders to name the exact amount for which they would be willing to surrender their holdings to the Associated Alumnae in case it found itself in a position to buy up the JOURNAL stock.

"Eighteen out of forty stockholders replied. Two expressed themselves as willing to sell at par plus a certain per cent., minus the dividend already received, one at par less ten per cent., and all the others at par.

"The affiliated alumnae were asked to give their opinion on the feasibility of the transfer of ownership and to suggest ways and means to enable the Associated Alumnae to raise the funds necessary for the purchase.

"Nine out of fifty-six responded. Six of the nine were against making any change.

"In making a digest of the ways and means suggested, your committee has the following to suggest:

"First, that the affiliated alumnae members be assessed so much per capita, the amount to be fixed by a committee appointed for the purpose.

"Second, that the affiliated alumnae purchase a share or shares and turn them over to the Associated Alumnae.

"Third, that the Associated Alumnae borrow the necessary amount to purchase the outstanding shares.

"Fourth, that the Associated Alumnae purchase the remaining unsold shares and, as it finds itself able, purchase from the present stockholders, as they may be found willing to dispose of them, a sufficient number of shares to obtain a controlling interest, thus practically becoming the owner.

"Respectfully submitted,

"M. E. P. DAVIS, Chairman."

PRESIDENT.—You have heard the report of this committee. Is there to be any discussion upon this report?

MISS PAXTON.—If the association would buy the outstanding shares, what would the association have to do with the management of the JOURNAL?

PRESIDENT.—I would say that the management would be theirs.

MISS DAMER.—I would say that we would have seventy-two votes out of one hundred.

MISS McLAUGHLIN.—May I ask the value of the shares?

PRESIDENT.—The par value of each share is one hundred dollars.

On motion of Miss McIsaac, seconded by Mrs. Fleetwood, the report of the Committee on Periodicals was accepted.

MISS DAMER.—I would like to ask if this closes the discussion on the subject of the JOURNAL.

PRESIDENT.—This closes the discussion upon the report only.

MISS NUTTING.—I move that the president appoint a special committee of five to confer with the Board of Directors regarding the purchase of the JOURNAL, said committee to report to-morrow morning at the executive session.

Seconded by Miss Milne. Carried.

The president appointed the following as a special committee to confer with the Board of Directors regarding the purchase of THE AMERICAN JOURNAL OF NURSING, such committee to report at the executive session to-morrow (Saturday) morning: Miss Frederick, Mrs. Robb, Miss Damer, Miss Goodrich, and Miss Greenlees.

MISS NUTTING.—May I ask that a word be said to the delegates so that they will understand why the other members of the Periodical Committee could not go on the special committee of five?

PRESIDENT.—The Committee on Periodicals, which has been appointed to look into the advisability and ways and means of purchasing the JOURNAL, is partially composed of members who are also on the Board of Directors for

the JOURNAL. If they were appointed on this special committee they would simply be conferring with themselves.

EXECUTIVE SESSION.

PRESIDENT.—The principal business before the delegates at this session is the formation of the Nominating Committee, and it is all that there will be time for. Before you proceed to that I wish to make an announcement or two. In the first place, the Board of Directors for the magazine will meet the new committee of five appointed this morning upon this platform immediately following the close of this session.

As I said before, the business before this executive session is the formation of the Nominating Committee. As our new constitution and by-laws have not yet been ratified, we have to go by the old constitution which has served us for so many years. The method is this: The alumnae associations of one State assemble themselves together in a group in some corner and elect one member of the Nominating Committee. That group must consist of at least five alumnae associations. For instance, the alumnae associations of the State of Pennsylvania must assemble themselves together and elect one member of the Nominating Committee; the same must be done by the associations of any other State. If you belong to a State in which there is but one alumnae association, you must unite with the alumnae associations of some other State in your neighborhood until you have five alumnae associations represented and elect one member of the Nominating Committee.

Executive session adjourned.

Second day, Friday, May 13, 1904—Afternoon.

Meeting called to order by the president at two-thirty.

PRESIDENT.—As you heard from the secretary's report this morning, it was decided at one of the Executive Committee meetings during the year that the programme of papers for this convention be divided into sections and that each section be given in charge of some alumnae association. It was decided that the preparation of the programme of the section upon State registration should fall to Massachusetts; therefore the programme will be presented to you this afternoon by Miss Bowen, of the Boston City Hospital Alumnae. I take great pleasure in introducing Miss Bowen.

"STATE REGISTRATION"—MISS BOWEN.

"One of the most absorbing questions before the minds of the nursing body to-day is that of State registration. The mere question of our legal status is of momentous importance, but that is only a small part of the point at issue. This is the first time that nurses have risen up in a body—independently—and asserted their fitness for and their right to a professional recognition equal to that given the members of other professions.

"This movement is not a sudden thing. It is the natural culmination of a work that began fifty years ago when Florence Nightingale started with her band of women for the Crimea. Even her far-reaching insight could not foretell the magnitude of the change she was instituting, but her dauntless courage and her unfaltering belief in the

sacredness of her calling gave her the incentive for a work whose results have only begun to be manifest. That the nursing world at large should be interesting itself in the advancement and betterment of nursing standards, and that this body of women should be gathered here to-day to promote the cause of State registration, is a natural consequence of Miss Nightingale's pioneer work.

"Possibly it may be well to refresh our minds by a short résumé of the work already accomplished in State registration. The nurses of the United States are by no means the first to agitate this question. In 1891 South Africa passed a bill giving legal recognition to its nurses, carrying on its work by means of the State Medical Council, which includes physicians, dentists, pharmacists, and nurses. This method would not satisfy our spirit of independence, but when we consider that the bill was passed thirteen years ago, and has been in successful operation since then, we can only commend a measure so far in advance of its time. In Australia the work of legal registration is being agitated, and in New Zealand a very comprehensive bill was passed in 1901. England is alive to the question, and the nurses there, after much controversy, have a bill ready to present to Parliament. In Canada the Province of Ontario has formed a State society, and in Ireland and Germany the work is also beginning with vigor and enthusiasm.

"Of the progress of State registration in our own country we have just cause to be proud. Not, perhaps, on account of the number of States which have carried the matter through to successful issue, but because in the main the nurses have stood firmly for the vital points at issue and have been willing to work and wait until they could obtain them. At the time of our convention last year four States—namely, North Carolina, New Jersey, Virginia, and New York—had secured the passage of their respective bills. Besides these, Michigan, Illinois, Minnesota, Massachusetts, Pennsylvania, Ohio, Maryland, Connecticut, Louisiana, Iowa, District of Columbia, California, and Indiana have now taken steps to secure legal registration for the nurses within their borders. Of these, Maryland has secured the passage of its bill, while the others are still working towards that end.

"The pioneers in any movement are the ones who have to surmount the most formidable and perplexing difficulties. They break the path, and those who come after may walk in their footsteps, avoid their pitfalls, and sometimes broaden and emphasize the way. The nurses who were the pioneers in the work of registration have done a great work for those who come after them. From their experience many fundamental points may be deduced which are vital for the well-being and permanence of our professional organization. Let each new State in the

framing of its bill study well the bills of other States, improving where they may have failed, always aiming to carry forward the banner they have raised.

"One of the greatest dangers we encounter in our work for registration is the danger of haste. It has been plainly demonstrated that it is better for a State organization to wait five years for the passage of its bill than to be successful with one which in its passage has become so mutilated that it has been deprived of its most essential points. Let not the nurses of any State be ambitious to be the next to pass a bill, but let them direct their ambition towards the stipulations of the bill—what its restrictions and standards are, and whether it will place the nurses in that State upon the highest plane which they can possibly command.

"Most nurses who have had experience with registration know that tactful, clear-headed, business-like dealing with legislative bodies has much to do with the passage of a bill. Such fundamental principles as the right of the nursing body to set its own educational and ethical standards and its demand for self-government must be insisted upon. If, in order to gain these important points, we are obliged to concede to the demands of the public others of lesser import, we are still maintaining our standards and gaining the points for which we are striving. When a State organization has decided what its basal principles are, let it insist upon them, no matter what the opposition may be. It is far better to have no bill at all than to have one which deprives the nurse of her right of self-protection and self-government.

"State registration is still in its infancy, and for that reason we are able as yet to show but little in the way of results, even in the States where the bills have already become incorporated into the laws of the Commonwealth. We shall hope, however, from the papers presented this afternoon, to gain much encouragement and inspiration, as well as practical help, in our further efforts towards State protection."

"THE EFFECT OF REGISTRATION UPON THE EDUCATIONAL STANDARDS OF TRAINING-SCHOOLS AS SHOWN BY RESULTS IN NEW YORK STATE"—MISS SOPHIA F. PALMER.

"I made a very rash promise a few weeks ago, and find that I come before you with empty hands, but I think perhaps I can tell you in a few words the effect of registration upon the New York schools, and I shall not be obliged to spend very much time in doing that. Just as soon as the bill was framed in New York State we began to realize a sort of stir among the schools. We inserted a clause in that bill which required that all nurses to be registered must be graduates of training-

schools approved by the Regents of the University as maintaining proper standards, and there, you see, is the power of the New York bill. As I say, just as soon as that bill was published, before it was passed, before it had gone into the hands of the legislators, there began to be a sort of stir. Those of us who were the promoters and the leaders of the movement began to have questions asked of us. What are you going to require of the schools, because we are reorganizing and would like to do it on proper lines? So far as I have had any experience personally since our standards were published,—as, of course, you are all familiar with the standards,—so far as I know personally, there has been no opposition from any of the New York schools—that is, the regular schools—to those standards.

“I wrote to the Regents’ office a few days ago explaining that I was to come here to speak to this body of nurses on a certain subject, and asked what the attitude was on the part of the schools throughout the State and throughout the country in regard to our standards, and I received a most encouraging reply. In not one single instance had there been any unwillingness to conform to those standards or any antagonism or anything meant to be considered in any way as an objection to those standards.

“The training-schools connected with the insane hospitals are not equipped at the present time, many of them, to register their pupils, and we are having a little correspondence and a little controversy back and forth as to whether we will accept this hospital training or other substitution for hospital training, and so far we have not yielded in any point, and I do not think we will, but on general principles the schools that could not conform to our standards—which, of course, are very few—have immediately gone to work to make provisions that they may come up. One large hospital in New York that gave everything that we require but the care and nursing of sick children has in the short time since our standards were published, which is only two months, opened a large children’s ward, so that the pupils of that school may be able to be registered and that they will have all of the experience that our standard calls for.

“It is too soon yet to know just what the result is going to be, but there is no question but just as soon as this matter of the legal status and the legal requirement is recognized that the schools will come into line with very little difficulty, and we are going to get from year to year a little better education, a little broader education, and a little more thorough education for the nurses throughout New York State. There are forty-four schools in New York that are not yet registered, but they undoubtedly will be, and most of them have made provisions either

by opening different departments or by affiliating with other hospitals to conform with the requirements which we have fixed, and at the end of two years the plan is to draw in the lines again, raise the standards, add to the curriculum, require more thorough instruction, and I believe that, step by step, if we can only be satisfied to go slowly enough, we shall gain in the end the thing that we have started out to obtain.

"I understand that although the bill of Illinois was vetoed, there is that same little, hustling movement going on out there—schools are reorganizing, adding to their curriculum; and I am told by Miss Cabaniss that the same thing is going on in Virginia, and there are other members of the association here who will speak for their different States.

"The greatest difficulty that the examiners are having to contend with,—and I will just take one moment of your time to speak to you about it, although it is foreign to the subject in hand,—the greatest difficulty that we have to contend with is in finding out about the women who are applying for registration. They send us a paper, and the name of the applicant is strange to all the Board of Examiners; the name of the medical man is strange to the board, and it takes an immense amount of time for investigation and correspondence to find out who she is and whether she really is the person she represents herself to be, and that is the cause of the delay in a great many of the application papers. We have not as yet been able to get any knowledge of many women whose papers came in with the first lot, and they have to be put to one side because the Regents' office requires the Board of Examiners to sign a paper in which we say that So-and-so 'is personally known to us and to this board as being able to meet all the requirements of the law.' Now we do not sign our names to that paper unless some member of the board can find out something about the applicants, and if they are kept waiting ten years they will have to wait, and that is the only way our law is ever going to amount to anything. Political influence does not amount to anything; whether it is a Senator or the Governor who says, 'I want this person's certificate rushed right through,' that does not go. Just as soon as we can learn that she is the proper person she will have a certificate, but we have got to find that out first. If anyone now would like to ask me any questions about the New York conditions or the New York law I would be very glad to answer them."

"THE JUSTICE OF AN EXAMINING BOARD COMPOSED OF NURSES"—

MISS S. H. CABANISS.

"To raise a question as to the justice of the Examining Boards for nurses applying for State registration being composed of nurses seems quite like endeavoring to add more truth to an axiom by the addition of superlatives.

" Apparently, it has never occurred to the medical profession to place *dentists* and *lawyers* upon the Board of Medical Examiners, although patients sometimes require the *joint* services of all three professions. The selection of suitable nurses for military service, it has been quite generally conceded, is best left to the well-trained nurse of considerable experience rather than to a doctor, even though that doctor be a woman; and surely in *no* department of nursing is a more careful and rigid scrutiny of applicants essential than for the military nursing corps. A German, we readily admit, is the best judge of the *fluency* with which we may speak the Teutonic language, although some Frenchman may possess more than the ordinary colloquial knowledge of that same German tongue!

" The important and very close relationship between intelligent nursing and the practice of modern medicine and surgery is very generally recognized in this day of scientific development and progress. By none is this fact more readily admitted than by our leading physicians and surgeons.

" From no other source have we received greater encouragement and aid in our struggle for State registration than from the medical profession. But the question has already arisen, does not this interest sometimes prove of doubtful benefit to us? Not premeditated harm, but, like unwise counsel, it may occasion complications which are not to be advantageously adjusted without much effort and considerable expense of things material.

" There has been a decided tendency on the part of the law-makers and our attorneys to confound the State Board of Nurses' Examiners with the *Medical* State Boards—so vague and limited the knowledge of the public as to the education, professional scope, and obligations of nurses. Some of the rather serious results of this confusion were experienced in the District of Columbia, where the Medical Board of Examiners desired to control the appointments, etc., of the Nurses' Board of Examiners. In Iowa the establishment of similar conditions was reported, but the nurses have been able to rectify the blunder or will do so at the next session of the General Assembly. North Carolina's State Board secretary reports 'that they have put doctors upon their board as a matter of choice, since certain subjects are always taught in the training-schools more satisfactorily by doctors. If this be true of the teaching, why not equally so in judging of fitness for the work? That the nursing is not an independent profession, and the more closely allied the two (medical and nursing) the better, as we are *co-workers* in the battle with disease.'

" It seems unnecessary, ill-advised, and distinctly a contradiction to place *doctors* upon a *nurses'* State Board of Examiners.

"Perhaps one can use no stronger argument in behalf of throwing the management of nursing affairs entirely upon members of that profession (particularly in regard to *State registration*) than to quote the opinion of the eminent pathologist of Baltimore, as expressed in his address at a meeting in that city which marked the organization of the Maryland State Association of Nurses: 'You have to consider exactly how to proceed to secure the State Examining Board. I noticed that in several of the States the law was almost imperilled by efforts to secure the presence of physicians upon these Examining Boards. Now I am quite sure that it is not the function of the physicians to examine nurses. The nurse should not go forth without having come under the guidance of the physician, but your profession is a skilled profession which requires special knowledge possessed by the *trained* nurse and *not* by the physician. Akin as the professions of medicine and nursing are, they are still *distinct* professions, and there is no necessity, in my opinion, and there are certain *disadvantages*, in the requirement that physicians should be members of the Nurses' Examining Board.'

"A member of the District of Columbia Association of Graduate Nurses at the Philadelphia convention of the Associated Alumnae explained to me that the JOURNAL and I had misunderstood the situation about an Examining Board in the District. The true state of the case is that the Nurses' Board must come under the Medical Supervisor of the District, as does the Medical Board—a condition very similar to the arrangement in New York, supervision of the Board of Regents."

"THE NECESSITY FOR LOW STANDARDS IN THE BEGINNING"—PAPER OF
MISS I. C. ROSE, READ BY MISS McISAAC.

"Without the least fear of arraying any opposing force against my statement—on the contrary, I voice the opinion of all who have been actively interested in the question of State registration when I say that the amount of good work that has already been accomplished is enormous. And if it were possible to have rehearsed to us the experience of each group of workers, we would be impressed with the fact that in every instance where the sought-for object was really attained it was reached through a gradual, slow growth, by carefully meeting each issue as it presented itself. All have met with disappointments, all have been brought face to face with the lamentable fact that there is so much that ought to be different from what it really is. But as no great and good thing comes simply for the asking, but requires a struggle to gain it, so in this undertaking it means close application to the underlying principles, repeated efforts if first ones fall short of the mark, and a determination born of an assurance that honest endeavor must, in the end,

win. And as we look about us we are not discouraged, but find an incentive to redoubled vigor, inasmuch as on every hand we see the effects of an impetus furnished by the agitation of State registration. Many hospitals and training-schools have wakened up to their shortcomings, and are making efforts to provide better conditions.

"This all takes time, and we must have patience, and not expect too much all at once. The tendency of our day is to hurry everything, and as a result we often rush headlong into matters that must be dealt with differently.

"Turning our attention to the various States, if we compare the results, what do we find? Who are the successful ones? Has it been those who considered haste the main factor in gaining the coveted object, consequently not giving the points at issue careful, thoughtful consideration before acting upon them; or has it been those who put time out of the question, preferring to 'make haste slowly,' doing nothing without most thorough deliberation? We are not at a loss for the answer. True, the work is all so new to us, along lines presenting phases entirely different from the usual training-school requirements, and therefore experimental in a way, and necessarily calling for calm, tactful, and matured counselling.

"If all training-schools were in a position to offer the same kind and amount of work, both theoretical and practical, one great difficulty would already be overcome. But, as we all know, there are many different standards, and to be just—neither too lenient nor too exacting—requires an unusual degree of judgment in order that such decision may be made as will draw the line just where it should come.

"And right here we must ask ourselves the question, which is the more advisable, to put our standard so high that only the smaller percentage of nurses can possibly meet the requirements, or at first shall we be content to have a more elastic standard? I think we will all agree that if we attempted the first for our plan of action, we would be compelled to accept defeat. For we would have arrayed against us naturally all who fell short of that standard. If, on the other hand, we measure from a lower notch in our scale, we at once enlist the coöperation of all within its scope. Of course, this is not to be carried to the point of sacrificing principle for the sake of gaining a thing which would profit us nothing by being gained in such a way. But we have more room for improvement when our standard is moderate, and for the same reason a greater number to be improved, than when it is so high that the rank and file cannot hope to reach it.

"Another viewpoint is that, given a little more chance, smaller and less completely equipped hospitals will feel the necessity for broader

work in order to compete with the more progressive ones, and indirectly the nurses reap the benefit.

"There is also a humane side to the question. At the present time there are many earning a livelihood and helping care for others than themselves who are not altogether to blame for not being first-class nurses, for the school in which they received their training did not give them the best. And every nurse cannot go to the best schools, as we well know. And, further, there has been no particular reason why prospective nurses should make careful inquiries about the various schools before deciding to which one she wished to make application.

"Should we not include those whose standards do not at present come up to the ideal requirements? and then gradually, as the schools are improved and brought up to a recognized standard, instead of, as at present, each one having its own, we can afford to insist upon a less lenient course.

"Another outcome of all this agitation will be the careful inquiry by young women wishing to take up this work as to the schools that will furnish them the best results, and schools that do not keep up in the march of progress will find that each year the material offering itself to them is less and less desirable. In a few years we will realize that the ranks contain a greater proportion of better-trained women, and the inferior schools will be crowded out of existence, or have been affiliated with large ones, and the standard be proportionately raised."

"STATE RECIPROCITY"—M. ADELAIDE NUTTING, JOHNS HOPKINS
HOSPITAL ALUMNÆ.

"Our extreme youth in matters of organization and legislation makes us pause for a moment before the word *Reciprocity*, and wonder if we have yet reached a stage where we are ready to consider a question concerning which this much, at least, is clear at the outset, that though it is important, it is not immediately necessary for our progress in organization, and that it presents under the best conditions many great difficulties which must be met and overcome before it can be satisfactorily established. It is also clear that the conditions which the field of nursing organization presents for the present handling of this question are not only by no means the best, but that they would offer peculiar difficulties to any active effort in this direction.

"But though we are young in these matters, we still have made a beginning in the organization of State societies, we have secured in a few States such legislation as it is possible to obtain under existing conditions of education in nursing and of the corresponding state of public

opinion, and our youth should not prevent us from realizing that some features in relation to legislation which do not seem to be of special importance or value to us to-day may prove vitally necessary at a later day, and from exercising the wise foresight which recognizes and provides for future possibilities and future needs.

“While the forming of State societies, which must usually precede legislation (sometimes by a considerable period), has been accomplished so far in only eighteen States (?), and while actual laws have been secured, I believe, in but five, the question of reciprocity does not yet come home to us with any pressing force or reality; that it is pretty sure to do so later, however, seems clear if we are to draw any inferences from the efforts in this direction of some other professions, notably that of medicine, to which we stand in close relation. Just how far reciprocity has made its way into the various other professions I do not know, but I am told that the most eminent lawyer in the country could not leave his own State to conduct a case in some others, that a woman who can teach a school with conspicuous ability and success in one State cannot teach at all in some others, and that the restrictions of the law in this respect extend into occupations as well as professions, and are felt by many to be annoying or oppressive.

“Such conditions not being entirely compatible with the ideals of freedom which this country is believed to cherish, it is probable that efforts towards reciprocal relations in most of these matters have been made, and probable also that in some limited areas, where the standards of education and the laws are similar, some such relationships have been already established.

“We know that among members of the medical profession the matter has been the subject of more or less agitation for a good many years, and we also know that though it seems to be recognized by them as highly desirable, no practical steps towards complete reciprocity have been taken.

“From time to time committees from various bodies of medical men have been appointed to consider the subject. They have done so: have discussed, argued, disagreed, and finally concluded—their reports have been presented, and there the matter seems to have ended. No doubt progress is being slowly and steadily made, but the reports seem to show that the question is not a burning one; that, on the contrary, there is a considerable degree of apathy concerning it; that members are not in entire accord as to what they do want; that the formidable thing known as “*legislative obstacles*” stands in the way of obtaining such measures as have been agreed upon, and, finally, that reciprocity is still a long way ahead.

"These facts are dwelt upon to give emphasis to our statement that efforts on our part in this direction are not of immediate and urgent importance, and to encourage those of our members who are likely to be disappointed if something is not done about this matter on the spot.

"What is of importance to us is a general understanding of the matter, of its ultimate necessity, and of the means which should be employed to bring it about.

"To us there seems to be a reason for considering this matter with the utmost carefulness, quite apart from those generally considered in this connection; this is the widespread and universally recognized propensity of nurses to migrate. Nurses are the wandering spirits of the earth; their training teaches them to be ready to march, like a soldier, at a moment's notice; they seldom become deeply rooted in one place, seldom accumulate cumbersome belongings; they divest themselves of everything which may impede flight, and a change of residence becomes about as easy for them as for an Arab. Professional calls and needs carry them hither and yon from one quarter of the globe to the other for periods which may be brief, a few weeks, or may lengthen into years; they never know which. A nurse may in ten years actually live and carry on professional duties in half a dozen different States. With this in mind, it seems not unnatural to conclude that reciprocity may have even a deeper meaning for us, its establishment may be more essential to our general welfare than to that of those whose tendency it is to remain settled and known in one place. The ability to carry on our professional duties wherever we may be called or sent, without any embarrassments or delays, would seem to be rather imperatively necessary if we consider the matter from the stand-point of its benefit to ourselves only. But, just as we look with sharp scrutiny into the possibilities for useful citizenship offered by the strangers from other countries who present themselves at our shores, so may each State freely inquire whether its homes and institutions are likely to be benefited or endangered by the entrance therein of workers from other States. If its standards set up in certain directions for the welfare and protection of the community are met by disabilities, its right to say 'not allowed to land' is unquestioned.

"Reciprocity between States in nursing legislation is like commercial reciprocity between nations. Its distinctive idea is a sort of treaty by virtue of which certain advantages and privileges offered by one party are responded to by equal advantages and privileges from the other. This presupposes at once a certain equality of conditions, and conformity to definite and known standards, which make the value of the thing offered as great as the privilege granted.

"Towards reciprocity in nursing we take our first step when we ask for laws which shall establish standards of education for nurses, and require that those wishing to practise as professional nurses shall be proved to conform to those standards by a competent Examining Board. These laws are the very beginning of our efforts towards uniformity in nursing education, and they must also lie at the root of any attempt to establish reciprocity on a sound and permanent basis. It is difficult to legislate greatly ahead of existing conditions or of present public opinion, but the ultimate result of careful legislation upon educational systems must be marked. The schools of the future will find it absolutely necessary to their existence to conform to established standards, and Examining Boards will have much influence upon and control over nursing education. In those States where the standards are not high, nurses who are now trying to improve them by means of legislation may find the subject of future interstate reciprocity an excellent lever. It seems to me that neither educators nor legislators could resist the argument that a low standard would make it impossible for nurses graduating from schools in their States to obtain recognition or opportunities for practising elsewhere. If the requirements for registration in Kentucky, for instance, demand that a candidate shall be over twenty-one years of age, shall conform to definite standards of preliminary education, and that she shall have received two full years of training, practical and theoretical, in a general hospital in which medical, surgical, and obstetrical patients are treated, and instruction is given in anatomy, physiology, hygiene, and sanitation and dietetics, while the requirements for registration in Texas, for instance, are covered by simply two years of practical and theoretical training, with no further stipulation of any kind, there can be little use in talking of reciprocity until Texas has come up, unless we want to give a new meaning to the word and reduce it to an act of friendly courtesy. Those desiring opportunities of working in other States should be required to conform fully to the *rigidly* maintained standards of such States.

"It follows naturally, therefore, that uniformity of education in nursing should be achieved to some accepted degree before we can be ready to take up the question of reciprocity as a national matter.

"According to a statement in the editorial pages of a late number of THE JOURNAL OF NURSING it appears that recent investigations show 'an entire lack of uniformity of instruction both theoretical and practical in schools throughout the country.' I do not know that anything could be clearer, more positive, and more comprehensive than this statement. It is not limited nor qualified, and leaves us no room to wriggle out in any direction. Is it true? Statistics leave us little room for

doubt. If we take the qualifications for admission, we find that the age limit, while nominally from twenty-three to thirty-five years, in reality ranges from eighteen to forty years. I think I am safe in saying that the pupils who enter most of the smaller schools are nearer eighteen than twenty-three years of age. In the education of applicants the utmost liberality prevails—graduates of public schools, private schools, high schools, convents, and colleges enter side by side with an equal number who have graduated from no schools of any kind, some whose education is so meagre that they are taxed beyond their powers when required to write, spell, and punctuate properly an ordinary letter. Is there anything here upon which to graft a professional education?

“As to the period in training, it may be one year, two years, three, or even four years (witness a school in Massachusetts), or it may be ten weeks, according to a much advertised and surprisingly well-indorsed school in Philadelphia.

“It is but fair to say that three years seems likely to become the accepted uniform period of training, inasmuch as we find that out of five hundred so-called schools in America two hundred and thirty have adopted that term as a satisfactory period for the full course of study. Two of these schools with the three-years' course of study are attached to hospitals of ten beds each, and one enterprising institution finds itself in the happy position of being able with eight beds to furnish material and opportunities for a full three-years' course on the curious principle that the less one has to do, the longer time it takes to do it. The training-school may be established in connection with almost any building in which the sick are received and cared for, no matter what its size and purpose. Of more than seventy hospitals with schools attached the greater number have less than twenty-five beds, the larger number of these averaging from twelve to eighteen beds. Those hospitals supporting schools (sometimes to some extent supported by them) may be the useful general public hospital, the private sanitarium, or the hospital for the treatment of special diseases only. As for the subjects of practical teaching, they may be medical, surgical, gynecological, obstetrical, embracing also all contagious diseases and orthopedics, or they may be limited almost entirely to surgical work, perhaps chiefly gynecology, possibly in a hospital largely given over to the care of private patients. The training may be given in the hospital, or partly there and among private patients outside, or it may be picked up without careful supervision in the highways and byways of the city. There may be a monthly allowance of money paid to each pupil, and the sum may actually range from two dollars a month to fifteen dollars. The same sum may be paid each year of the three, or a different may be paid in two of the years

and not in the third one. Of a list of schools recently inspected we counted one hundred and twelve schools paying ten dollars a month to their pupils, and between seventy and eighty paying five dollars. There seemed to be no obvious reason for this wide variation; perhaps a glimpse into the treasury might have revealed it.

"In pleasing opposition to this method are a few schools which charge a tuition fee—and still further variety is found in the rapidly growing number of schools where the pupils neither pay nor are paid, and the work is conducted on what is called the non-payment system (about thirty of our representative schools have adopted this plan).

"The period of duty in the wards may be eight, nine, ten, or twelve hours. As for the methods of teaching, they exhibit a bewildering and fascinating variety. Take the fundamental subject of anatomy and physiology, for instance. It may vary from a course of six or eight lectures to one which occupies seven hours weekly for twelve weeks. It may also be omitted altogether from the course of instruction. The preparation of food for the sick and the study of food properties may be taught in a series of eight to ten lessons, each one hour long, or it may require four to six hours of practical instruction daily for two months. This brief summary of conditions which are known to exist shows plainly the diversity of methods and conditions. Surely, it may be possible by experiment, comparison, and test to settle upon some allotment of time for such subjects. Until we can further emerge from this chaotic and disorganized condition of nursing education, which permits every hospital or sanitarium in the country to establish and maintain a school for nurses in its own lines, until we have established and accepted some minimum standards upon which it is safe to work, we may continue to secure laws in certain States, but they will vary so greatly that the standards of one State will probably not prove acceptable to another. A comparison of such laws as have already been enacted shows this plainly, but it shows also that a liberal attitude in regard to reciprocity prevails. It is held by at least two out of the five States which have secured State registration, and we note the same spirit in the framing of another bill which has not yet passed. Reciprocal relations between two or three States whose standards of education and professional training are similar, and whose Examining Boards accept fully the standards of the others, might be established at an early date. The writer is of the opinion that it is possible to be *too* liberal and to fail to realize fully how carefully we should guard against the invasion of a lower standard from one State than that which has been set up by another.

"School announcements may mean one thing, their methods of work

quite another, and we cannot be too searching in our investigations, too exacting in upholding our requirements.

"If a candidate has failed to find high standards in her own State, she should meet and learn to recognize them in another. States may accept without examination those registered applicants from States having higher requirements; they should unhesitatingly reject those of States which have inferior.

"This much is open to us now: In framing our laws we may do so with distinct reference to future reciprocal relations, and in each State we should aim at establishing a standard sufficiently high to prevent its exclusion from other States. At the same time we should state with the utmost definiteness the basis on which these relations are allowed. We should know that the requirements and examinations are substantially the same and may be justly accepted as an equivalent for our own. The certificate of registration of a nurse from another State could be accepted by an Examining Board under general conditions somewhat as follows—first, that the preliminary education of the applicant and the period of education in nursing are such as the board requires; second, that the applicant must show that she has passed an examination in practical and theoretical nursing of substantially the same character as that required by this board, and that she has been fully registered. Finally, we must remember that uniformity in nursing education is our way, and only way, to complete reciprocity.

"Our efforts must be directed straight to our educational system, and we should give freely our best strength and energy to its development and improvement. It is possible that through some central body—a Central Examining Board, Advisory Board, or Board of Control—we might more speedily get at the desired basis of uniformity; but such a body can hardly be created, or work effectively even if it existed, except through a closer union of State societies than has as yet been suggested, or perhaps even thought of. When the State societies know each other better, and realize more fully not only the needs and possibilities of their own territories, but of the wider field occupied by the entire profession, it is possible that some such Central Advisory Board or Examining Board may arise naturally and that it may exercise a beneficent influence over the entire nursing body of the country. One thing we must realize—that is, the ideals which inspire the growth of any educational work must change from year to year; they cannot remain fixed and unalterable; they must grow, and we must grow with them if we wish to be worthy of our responsibilities and really great opportunities."

PRESIDENT.—After listening to these comprehensive, interesting, and instructive papers it may seem a little hard for you to come down to the reports of the State associations. We have such reports to offer you. We hope that the report of one State may show possibly the reason of the difficulty in another State, else we would hardly have the temerity to offer these reports at this time. We will now call for the reports of the State societies. These are in the hands of the secretary and she will now present them.

Reports of the State associations were read as follows: Miss Paxton, the report from District of Columbia; Mrs. Wilcox, from Connecticut; Miss McCully, from Indiana; Miss Wheeler, from Illinois; the secretary, from Louisiana; Miss Dunderdale, from Maryland; Miss Metcalfe, from Massachusetts; Miss Smith, from Michigan; Miss Damer, from New York State; Miss Wyche, from North Carolina; Miss Mapes, from Ohio; Miss Brobson, from Pennsylvania; Miss Webb, from Virginia.

CONNECTICUT.

"Connecticut has only made a beginning in State registration. At a preliminary meeting, held by the local graduate nurses of New Haven under the auspices of the Alumnae Association of the Connecticut Training-School for Nurses, a mass meeting was called for February 17, 1904, inviting all graduate nurses in the State to attend, the meeting to be held at the New Haven Hospital. About eighty nurses responded. Miss Palmer spoke informally on State registration. At this meeting a State association was formed. A Nominating Committee and a committee to draw up the by-laws of our constitution were appointed, to report at a meeting to be held in Hartford, May 28, 1904."

DISTRICT OF COLUMBIA.

"The Graduate Nurses' Association of the District of Columbia was formed in November, 1903. Miss G. M. Nevins, of the Garfield Memorial Hospital, was elected president. Miss Marian Little, of the Homœopathic Hospital, secretary, and Miss P. E. Jennings, of the Children's Hospital, treasurer. There are one hundred and thirty members. A bill to secure registration was prepared and introduced in both houses of Congress, but no action was taken. The nurses hope to work for another and more satisfactory bill next year."

INDIANA.

"In August, 1903, members of the Alumnae of Hope Hospital, Fort Wayne, took steps towards the forming of the Indiana State Nurses' Association. Circulars were sent to all the training-schools for nurses in the State and notices inserted in the leading papers. On September 3 a meeting was held in Fort Wayne. Samuel M. Wayne, president of Hope Hospital Association and one of the city's most successful business men, delivered the opening address. The sense of the meeting was for immediate organization. A constitution and by-laws were drafted, discussed, and adopted, and a Nominating Committee was elected and instructed to prepare a ticket to be presented and voted upon at a meeting to be called by order of the Committee on Arrangements. This second meeting was called for November 27, 1903, at which time election of officers took place and chairmen of committees were appointed, resulting in the following: President, Mrs. E. G. Fournier, Hope Hospital, Fort Wayne, Ind.; first vice-president, Miss M. Henderson, Union Hospital, Terre Haute, Ind.; second vice-president, Miss L. Hill, 422 West Fourth Street, Fort Wayne, Ind.; secretary, Miss M. Scott, Lexington Place, Indianapolis, Ind.; treasurer, Miss F. Grant, City Hospital, Indianapolis, Ind.; chairman of Nominating Committee, Miss C. Speechly, 422 West Fourth Street, Fort Wayne, Ind.; chairman of Arrangements Committee, Miss M. Scott, 55 Lexington Place, Indianapolis, Ind.; chairman of Legislative Committee, Mrs. Bulk. Brown, Indianapolis, Ind.; chairman of By-Law Committee, Miss S. Boulten, Evansville Sanitarium, Evansville, Ind.; chairman of Credential Committee, Miss E. John-

ston, 825 Christian Place, Indianapolis, Ind.; chairman of Publication Committee, Miss A. Clark, 422 Fourth Street, Fort Wayne, Ind. About sixty members were enrolled. Dr. M. F. Porter, Fort Wayne's most eminent surgeon, and Mrs. E. G. Fournier, the newly elected president, both addressed the meeting. Indianapolis, through her delegate, sent an invitation to hold the next session of the association at that place. The invitation was accepted and February 22 was selected for the time. After a social hour spent at the Nurses' Home, adjoining the hospital, the meeting adjourned. A very enthusiastic session was held at the Grand Hotel, Indianapolis, February 22. Delegates were present from Terre Haute, Shelbyville, Fort Wayne, Lafayette, Logansport, Marion, Evansville, Indianapolis, and other places. Steps were taken at this meeting to become incorporated. Articles of incorporation were drawn up and the seal decided upon. It was also decided to divide the State into districts for the purpose of thorough organization, and circulars were distributed systematically throughout the State. The annual meetings of the organization are to be held in Indianapolis each fall, while the semi-annuals will be held north and south of Indianapolis alternately. Indiana is a little peculiar in that she has very few training-schools for nurses, although she has a very large number of nurses who are graduates from other States, so that the membership will be composed almost entirely of individual members. A lively interest is being manifested, and the outlook for a successful organization is very bright and encouraging."

ILLINOIS.

"During the past twelve months eighty members have been added to our ranks, making the membership to date four hundred and forty. The constitution and by-laws adopted by the society at the time of its organization were found to be inadequate to the growth of the association, and to meet the demands it was necessary that they be revised. Miss Idora Rose, Miss Katherine DeWitt, and Mrs. G. J. Fleming were appointed a Committee on Revision. Failing in our efforts to secure State registration, the next best move seemed to have published a pocket directory, to contain the name, address, telephone number, school, and year of graduation of members of the Illinois State Association of Graduate Nurses, thus furnishing doctors with substantial proof that the nurse whose name is found therein is a graduate of a recognized school in good standing. The subject of a central directory was discussed at the August meeting. The superintendents of all schools with one exception signified their willingness to transfer their directories to a central directory, providing they were assured of its proper management. The subject was discussed at length, but no action was taken. We have adopted a badge, designed by Sister Ignatius, also a motto, 'Virtute et Labore.' We consider the very best work accomplished during the year the establishing a 'quarterly' in which are set forth the minutes of the meetings, subjects discussed, papers read, and the general workings of the organization, also items of interest among the nursing profession in Illinois. Nothing we have done since our organization has met with such general approval as the publishing of the 'quarterly,' as it keeps each individual nurse informed of the proceedings of each meeting, also what the association is endeavoring to do for the general welfare of the profession. After the publication of the second number the question arose as to whether it should be continued, as the cost of the publishing was found to be more than our treasury could meet. The matter was much discussed at the February meeting, and the majority were in favor of its continuance. It was voted that ways and means for defraying the expenses without calling on the treasury be left to the Publicity Committee. The Publicity Committee have solicited advertisements, and so many of the nurses have signified their willingness to subscribe for it that it has been decided to ask an annual subscription of fifty cents and continue the publication. We have endeavored to keep alive the interest of the members and to keep before them the fact that we still have to work for *State registration*."

LOUISIANA.

"The Louisiana State Nurses' Association was organized March 16, 1904, with a membership of sixty-three, representing five of the six training-schools in the State. The membership consists of individuals and now numbers eighty.

Finding that the present legislators meet May 9 and not again for two years, we have put forth every effort and have adopted a bill to go before them this spring. We do not claim originality in our bill. It is modelled from the Maryland bill, as that is so complete and concise. However, it was deemed best to require, for the present, 'a course of two years or more.' No school here has ever required less than two years, and some now require three years. It was not intended to make a positive statement in the report contained in the May number of the JOURNAL that it 'will not be as difficult to obtain registration in Louisiana as in States where the standard is less uniform,' but we hope it will be less difficult. The ways of lawmakers are devious and not always certain. However, we have received much encouragement from high sources, and we trust that by July, if not earlier, we may be able to say, 'Louisiana has State registration for nurses.'"

MARYLAND.

"On December 14, 1903, the nurses of Maryland, about four hundred in number, met in the assembly rooms of the Arundell Club, of Baltimore, for the purpose of forming a State society. Previously there had been several meetings of the superintendents of training-schools and presidents of alumnae associations to devise plans for the organization, and the result was that the question had been fairly well discussed. Committees had been formed to present at their meeting in December a constitution and by-laws and a possible bill. Miss Nutting, the chairman, stated the object of the meeting and introduced the speakers, Mrs. William N. Ellicott, president of the Arundell Club; Judge Henry D. Harlan, of the Supreme Bench, and Dr. William H. Welch, of the Johns Hopkins University. Each gave the nurse all possible encouragement. Judge Harlan spoke of State registration for nurses not only as a privilege, but a right—that every genuine nurse should be known from the counterfeit. Dr. Welch advised, if possible, to have the State Examining Board consist wholly of nurses. He said: 'I am quite sure that the examining of nurses is not work for the physicians. They have something to do with the training of a nurse, but, akin as the professions of medicine and nursing are, the profession of nursing requires a special knowledge possessed by the trained nurse and not by the physician.' After a short intermission it was voted to form a State association. The constitution, previously prepared by a committee, was presented, unanimously adopted, and the Executive Committee was at once elected, with Miss M. Adelaide Nutting, of the Johns Hopkins Hospital, as president. The following morning the by-laws and the bill, to be presented to the coming session of the Legislature, were presented and adopted. This same bill, with only a few changes suggested by the Advisory Board,—Judge Harlan and Dr. Welch,—was made a law by receiving the signature of the Governor on March 25, 1904—a little over three months from the first public meeting. Briefly speaking, the bill provides that after June, 1906, a registered nurse in Maryland must be twenty-three years of age, have had a high-school education (or its equivalent), and have graduated from a training-school connected with a general hospital where three years of training, with a systematic course of instruction, is given, or have received the equivalent from two or more hospitals. Ample provision is made for all graduates of general hospitals and for all having obtained an equivalent training in one or more hospitals who are already in the field. It does not prevent any person from caring for the sick, but it does make a distinction between those who have acquired their knowledge by years of systematic work and study, and those who have obtained a bit of knowledge here and there. At a special meeting of the association, held April 15, 1904, twelve names were selected as provided by the bill in Article I. From this number on May 5 five nurses were appointed by the Governor, to form the Examining Board of Nurses for the State of Maryland."

THE MASSACHUSETTS STATE NURSES' ASSOCIATION AND THE MEASURE TAKEN TO PROMOTE A BILL FOR THE STATE REGISTRATION OF NURSES.

"A mass-meeting was held in Faneuil Hall, February 26, 1903, in which the organization of the association was partly accomplished. June 11, 1903, the organization was continued in the meeting held in the Century Building.

Another meeting was held October 21, 1903, in the Century Building, to effect a revision of the membership clause in the constitution, adopt the by-laws, and elect the remaining officers in accordance with the constitution. January 13, 1904, the members of the association were called together in the Century Building to receive the reports of the councillors representing the county associations and the report of the Legislative Committee in regard to the proposed bill of State registration for nurses. The bill was presented to the General Court and a hearing was given by the Committee of Public Health at the State House on February 15, 1904. An opportunity was given the Legislative Committee to revise the bill, which was done under the advice of an attorney. The revised bill was referred to the next General Court by the Committee on Public Health on April 4, with no unfavorable comment, and this action of the Committee on Public Health was confirmed by the House and Senate on April 5, 1904. The membership of the association is about six hundred. The requirements for active membership are that each nurse applying for admission shall be a graduate of a recognized training-school for nurses connected with a hospital or sanitarium having at least a two-years' course in the above-named institution. She must also be acceptable to the councillor who presents her name for membership. Most of the counties in Massachusetts are represented by county associations."

MICHIGAN.

"A mass-meeting was held in Detroit, Michigan, on May 10, 1904, for the purpose of forming a State association. One hundred and ten graduate nurses from throughout the State responded. Addresses were delivered by Honorable W. Maybury, Dr. J. H. Carstens, and Judge C. A. Kent. The organization was formed, constitution and by-laws adopted, and officers elected. It is hoped that a bill for State registration may be presented to the Legislature in January next. This bill will be modelled on the Maryland bill somewhat, and we expect to be able to tell you a little more next year than we are able to tell to-day."

NEW YORK.

"The question of a State organization for New York State was brought before the delegates at the Nurses' Associated Alumnae Convention held in New York City in May, 1900. The day following a meeting was held at the Presbyterian Hospital and a Committee on Organization appointed, which called a mass-meeting in Albany the following April, when the State society was organized. Both individuals and societies are eligible for membership, with the expectation that ultimately the county society will be the unit of membership. A Legislative Committee was appointed to prepare a bill, which was submitted to the association, and after being thoroughly discussed was introduced in the Legislature in March, 1903, and became a law, receiving the Governor's signature in April. The licensing of nurses is placed in the hands of the Regents of the University of the State, who control all educational matters. They appoint a board of five nurse examiners, on whose recommendation the applicant is licensed. The registration of training-schools is also in their hands, no school being registered unless it comes up to a certain standard. A hospital maintaining a training-school must be incorporated, and a standard of requirements for the hospital itself is now being worked out. Inspection of all registered training-schools in the State will also be undertaken. The association has now about two thousand nine hundred members, holding two meetings each year—the annual meeting in Albany in April, and an autumn meeting in some other city."

NORTH CAROLINA.

"The North Carolina State Nurses' Association was organized on October 28, 1902, with about thirty-eight members. A bill providing for State registration of nurses was secured March 3, 1903. We now have fifty members, and are to hold our second annual meeting the last of this month, when we hope to take the following steps: The adoption of a uniform curriculum with three-years' course and little pay; the establishment of a six-months' preparatory course for nurses at our State Normal and Industrial College; a committee to secure revision of our bill if possible."

OHIO.

"The Ohio State Association of Graduate Nurses (incorporated) was organized in Cincinnati January 27 and 28. At the meeting on January 28, after the adoption of the constitution and by-laws, a bill to be presented to the Ohio State Legislature at its present session was read and adopted. This bill with some alterations was on the lines of the bill prepared by the Maryland State Association of Graduate Nurses. The Committee on Legislation reported that after a careful study of existing bills relating to State registration for nurses the Maryland bill, in their judgment, demanded the highest educational standard, and also gave the State association the power to select a number of desirable candidates from whom a Board of Examiners could be appointed; they therefore recommended the adoption for the Ohio State Association of a similar bill. This bill was submitted to eminent legal opinion and under the Constitution of Ohio was declared unconstitutional on two counts: First, because it limited the appointive power of the Governor, and, secondly, because no woman can hold office from the State, with or without emolument. It being too late to prepare a new bill before the close of the session, and a bill which must cover all essential points, the matter has been deferred until the next meeting of the State association, in October, 1904, when further efforts will be made and plans for forming local and county associations for graduate nurses discussed."

PENNSYLVANIA.

"The first movement towards the organization of a State society in Pennsylvania was made by the alumnae of the Hospital of the University of Pennsylvania. They called a meeting of the nurses of Philadelphia on April 18, 1903, at the University Hospital. It was decided at this meeting that a committee of twenty-five from representative hospitals and their alumnae should be appointed to continue this work. The result was the effecting of a preliminary organization in Philadelphia on June 8 and 9, and its establishment on a permanent basis in Pittsburg on October 5 and 6, 1903, by the nurses of the State. Since then the list of members has grown to between three and four hundred. A constitution and by-laws have been adopted, a charter will be applied for within the next three months, and a bill enforcing registration of nurses will be presented at the next legislative session. Feeling the almost vital necessity of comradeship and good-will among ourselves, and a clear comprehension on the part of the public of our needs, we have been content to use this, our first year, mainly in educational work. To that end we have had frequent meetings, at which the discussions and the papers read have been of wide-reaching interest, not only to nurses, but to the laity as well. The intelligent sympathy, the hearty coöperation of different social, educational, and professional bodies, and the general good-will which have met us on every side induce belief in the wisdom of our decision to 'make haste slowly,' and we hope that we may deserve and receive the continued sympathy and support of each and every one in the coming year."

VIRGINIA.

"The Graduate Nurses' Association of Virginia sends her delegate to you to-day with a report of the work that has been accomplished in the State in the past year. The law regulating our profession, which went into effect in May, 1903, thus far has proven of interest and of great benefit, not to the nurses alone, but to the physicians and, most important of all, to the public, who have long felt the need of this protection. During the last Legislative Assembly our law has been threatened from two sources only with amendments—once through political friends of pupil nurses of a private hospital, and once again by a female physician connected with a colored training-school, who endeavored to have amended the seventh clause, which regulates the title of "R. N.," but by the hard work and diplomacy of our invaluable president both of these disturbing elements were defeated, and it is with great pleasure that we announce to this assembly that we have passed one year without harm, and the Virginia nurses State law remains intact to day. As yet we have not been subjected to a State license, though we cannot hope to keep free from this tax many years. The State Board of Examiners have done good work. They have received three hundred

and forty-four applications for certificates, for which two hundred and twenty-six certificates have been issued, the remaining one hundred and eighteen being held for investigation by the board, which convenes May 27 and 28. The Executive Committee of the State association has under consideration a plan for the establishment of a course in domestic science in some college, or normal or high school of the State, and will require all applicants to training-schools for nurses to present a certificate of graduation from this department. A plan also for the establishment of a nurses' sick benefit fund has been laid before all the local societies of the State, and at our annual session, to be held May 24, 25, and 26, we hope that these plans and many others for the advancement of our schools will be perfected. We consider ourselves fortunate, indeed, that in the pioneer days of nursing in the Sunny South we had as our leader and adviser a woman of force, power, and inspiration, who has always held before us, by word, precept, and example, a standard which her followers will ever labor to attain, and for what has been accomplished by the nurses' State association of Virginia all honor is due the president of this association, Miss S. H. Cabaniss."

PRESIDENT.—I would suggest to the different alumnae associations represented here by delegates that it might be a help to the chairman of the Committee on the Purchase of the JOURNAL if she could receive from each alumnae association its wishes expressed in the matter upon a slip of paper. We are now adjourned to meet to-morrow morning at ten o'clock in this hall.

Third day, Saturday, May 14, 1904—Morning.

Meeting called to order at ten A.M., the president in the chair.

PRESIDENT.—We will call for any announcements that the secretary may have to make.

The secretary reported as follows:

"At the meeting of the Executive Committee, held at the Drexel Institute May 14, 1904, the Philadelphia and the St. Joseph's Hospitals of Philadelphia were admitted to full membership. The Dr. Price Alumnae was not found to be eligible for membership in the national association; the Lebanon was placed on file pending further correspondence. The committee would remind you that when the national association was organized it was decided that New York should be considered as the headquarters, but that occasionally invitations to visit large nursing centres should be accepted. These invitations have been accepted now for several years,—Buffalo in 1901, Chicago in 1902, Boston in 1903, Philadelphia in 1904,—therefore the committee would recommend that the association come home in 1905."

PRESIDENT.—This brings us to that section of our programme known as "Central Directories," which was given, as was that of yesterday, to a member of the alumnae association, and is in charge of Miss Helen W. Kelly, of the Illinois Training-School. I have great pleasure in presenting to you Miss Kelly, who will give you this programme.

MISS KELLY.—I feel that I very inadequately fill Mrs. Hutchinson's place, but am very glad to do anything in my power to further the interests of the association, and shall call upon Miss Ahrens to give the paper prepared by Miss MacMillan.

Miss Ahrens gave Miss MacMillan's paper as follows:

"CENTRAL REGISTRATION.

"Central registration may be a good thing, provided it comprises much beyond mere registration, which of itself is not of sufficient im-

portance to call forth unusual effort to obtain. In fact, there may be some objections to a registry other than one connected with a school where several hundred women place their names and receive calls. The woman in charge of this is apt not to be familiar with the strong and weak points of each nurse, thus at times placing nurses on cases where they will do justice neither to themselves nor to their patients. Among so large a number the deficiencies of the nurse who is anxious to get through life as easily as possible are liable to be overlooked, which cannot fail to react against the woman of irreproachable professional reputation whose name is on the same list, and to lower the general standing of the registry. The same weaknesses are found in school registries, but these are held somewhat under control by the smaller size of the list and the more complete knowledge of the record of each member enrolled.

"The central registry is of assistance to the nurse starting work in a town other than that in which she graduated by giving her an opportunity to make a beginning. It is also a convenience to the second- or third-rate nurse whose own school registry knows her so well that it hesitates placing her on cases similar to those in which she has already failed, and in consequence of which she feels aggrieved. To the good nurse it makes little difference where she registers, for when once started she is in demand and is frequently independent of registration. If the physician and public are to be considered, a central registry is of no special convenience to them. The school registries serve these as well if not better, and if central registries be organized, we would have to educate them to apply there.

"The removal of nurses' registries from the hospitals would be of the greatest possible relief to superintendents of nurses' schools, who are already overburdened with duties and weary of hearing complaints from nurses dissatisfied with work superintendents do merely because these nurses show neither ambition nor ability to do it for themselves.

"Central registration may be a debatable point, but there would seem to be no doubt that the management of her registry should be, through her *alumnæ*, in the hands of the nurse herself, who so far has refused to recognize her responsibility and has left the burden to be carried by her school as best it could. If she would take up this, her rightful task, she would at least be relieved of the reproach of duty neglected; she would have the opportunity of controlling affairs which it is her privilege to control, and of at least adopting that policy she has so long advocated.

"It is the private-duty nurse who will be benefited or injured according to the degree of success or failure with which the registry meets,

and should therefore regulate its policy; and it is she who should gain by that process of development coming from responsibility assumed.

"Granted that each alumnae should take care of its own registry, it would be a simple step for the several alumnae to combine, and instead of two, four, six registries, have one large, central one. If this combination were for registration alone, it would not seem advisable, the smaller registry being better able to care for its members.

"Should, however, on the other hand, central registration be only one feature of a large scheme, in which by combination nurses may have club-houses with reading-rooms, bed-rooms, common kitchen and dining-room, with a gymnasium if they wish it, lecture courses, and other privileges, which will improve their method of living, add to their happiness, and be an inspiration towards better work, then it is well worth the necessary effort.

"As the accomplishment of such a work requires organized effort, if this were not brought about by the union of local alumnae, it would seem reasonable to suppose that the local association might be utilized for the purpose. The Board of Management of the registry, appointed from among the members of the local association, would assume all responsibility, it in turn electing its Executive Committee to come in closer contact with the work, this committee to supply rules and enforce their obedience, to select and assist the officer in charge, to keep in constant touch with its development, and to report results to its board.

"The officer in charge should be, preferably, a nurse. She alone understands the ambitions and attitude of the nursing profession, and, naturally, she must be a woman of broad mind, perfectly impartial towards individuals and schools.

"Without doubt, as in all new enterprises, mistakes will be made in the management, by which the individual or the registry itself may suffer, but these should not be of a grievous nature. There are now in the nursing profession enough old heads who know what the nurse needs, who are capable of leading, and the younger women will do well to recognize their knowledge and be willingly guided.

"It would seem that the question at stake is not whether nurses can make a success of central registration,—nurses can do anything they undertake,—but whether it is worth their while to attempt it. In its best and broadest form it would seem worth while, for it means a union of nurses to bring about, by their own efforts, changes which will at once develop the nurse by the effort she puts forth to do for herself what is now being done for her, and which will ultimately give the nursing profession a position in the eyes of the public which, so far,

it never has held, and will fail to hold until nurses organize themselves into a body of self-regulated and self-governed professional women.

"If central registration brings us one step towards this ultimate goal, its accomplishment would be progression, and therefore beneficial."

Miss Kelly then introduced Miss Balcom, who read the paper prepared by Miss Phillpotts:

"A CENTRAL DIRECTORY FOR NURSES AND HOW BEST TO MANAGE IT.

"That registries for nurses have come to be a necessity in all large cities is, I think, almost universally acknowledged. Of course, there are some who still contend that such institutions are not needed in the community; that each hospital has its own list of nurses or regular registry, where the names of the graduates with their addresses is kept and where they can be found at any time. This is true, but those who have at all studied the subject or considered the present condition of things will, I think, admit that regular registries for nurses are not only an advantage but almost a necessity to the nursing profession. What kind of registries, and how best to manage them, is the question to be considered at present.

"Is it advisable to have a number of registries in different parts of a city, each conducted in its own way, or is it best to have one central registry where the names of all duly qualified nurses of all the different hospitals in good standing can be found at any time? It seems that there can be but one answer to this question. The great advantage of having one central place where the name of any graduate nurse in good standing in her profession can be found on the shortest notice must commend itself to all thinking people. This is an age of centralization, everyone is so busy, so little time seems to be available for what we have to do, that we are constantly obliged to plan how we can best arrange things so that our work may be carried on to the best advantage in the least possible amount of time.

"If there were one central directory in each city wisely managed, and where a record of all reputable and properly qualified nurses were kept, one can readily see the great saving of time and trouble it would mean for both patients and physicians, especially the latter, and also the benefit that would result to the nurses themselves.

"We all, I think, realize that a nurse is very readily forgotten by both patients and physicians, but especially the latter, nor can we wonder at that when we consider the many anxieties and the intense nervous strain of a physician's life.

"Frequently a physician is very well satisfied with the work of a certain nurse. She may be an entire stranger to him, she has not been trained in a hospital where he serves, she is not familiar to him, but her work has been satisfactory in every respect. When she leaves the case he compliments her on the way she has handled it with its various and difficult features, and he tells the nurse that he will be glad to have her another time; frequently he even asks for her card, which she is glad to give him, naturally expecting to hear from him again. Months after the nurse may meet the same physician, who greets her cordially and remarks that he has several times wanted her for certain cases, but that he had lost her card and had no idea where to find her. If there were one central directory such mistakes need not occur. A physician could call up the directory, mention the name of the nurse he wanted, and he could at once be put in communication with her, or at least be told whether she were available for a case or not.

"Besides the mere convenience of this system, a well-organized central directory would be a guarantee of good faith to the general public.

"No nurse should be found on the directory unless she were properly qualified in every respect. The fact that a nurse was able to register at the central directory would be proof that she was a graduate of a hospital in good standing, and also that she herself held credentials as to her character and her personal fitness for practising her profession; thus both physicians and the general public would feel that a nurse procured from the central directory was reliable in every respect.

"Having granted the advisability of a central directory, we next ask the question, Who is the person best qualified to carry on such an undertaking? Shall it be a graduate nurse, or a business woman, who, of course, has had no especial training in hospital work and cannot be expected to enter fully into the requirements of either nurses or physicians?

"It is urged by a number that so few nurses have any business ability; they are careless in their business methods, biassed in their opinions, hasty in their judgments, and, in short, not suited to take hold of such a business enterprise. A business woman, on the other hand, has herself well under control, she has been trained in business methods, is accustomed to handle the public, and in every way is better suited to take charge of such an enterprise.

"I know that there is a great deal of truth in all this, and I have in mind a most excellent directory for nurses managed wisely and capably by a woman untrained, indeed, in hospital work, but, guided by her tact and an intuitive knowledge of human nature, she has been singularly successful in managing a directory for nurses.

"It must be conceded that many nurses are, unfortunately, very poor business women; their irregular and uncertain life is not apt to foster or develop their business faculties, and they are, especially those constantly doing private duty, in great danger of becoming very narrow in their views of life. All this must be admitted by any unbiassed observer. Happily, however, every nurse is not unfitted for conducting a business enterprise. We have numerous examples of nurses who have been most successful in a business career, and have demonstrated that their training in the hospital has given them a breadth of view and a large tolerance, combined with orderly methods of business, that make them singularly suited for almost any legitimate business, particularly for conducting a directory for nurses.

"It is impossible for any but a nurse to understand or enter fully into the requirements, feelings, and perplexities of a nurse's life. None but a nurse realizes the tremendous strain which nurses are constantly working under, all the small irritating things that they are hourly encountering which take the life and spirit out of them, and also the danger that they are in of becoming simply money grubbers. Only a woman who has encountered the same difficulties and faced the same problems can realize what the daily life of a nurse is, and she is the one best qualified to warn nurses of their shortcomings and assist them by wise and sympathetic counsel. It is undoubtedly true that a competent business woman would make a better manager for a directory than an unpractical nurse, but, all things taken into consideration, I believe that a capable, progressive, broad-minded, and practical nurse is the woman best fitted to successfully conduct a central directory for the nursing profession."

The section on Central Directories was closed by Miss Fay reading the paper on the subject prepared by Sister M. Ignatius Feeny.

"Sitting in the restful twilight, when the busy day is ended, it is well to go out of self and think of the welfare of others.

"To-night our thoughts wander out through the big, busy city of Chicago. We glance at the palatial residences abounding in all the luxuries that wealth can procure, onward our thoughts wander into homes of plenty, and still onward down to the abodes of poverty, misery, and want.

"One element is found to exist throughout all the phases from extreme wealth to extreme poverty; none can escape the sentence of the Great Creator—'It is decreed for all men once to die.' In consequence of this decree all the children of Adam must suffer the ills of the human race, among which the heaviest are sickness and death.

"This same Father, who loves all His children, wishing to encourage them to love and aid one another on all occasions, gave us this lesson, 'Blessed are the merciful, for they shall obtain mercy.' Among the works of mercy the care of the sick holds a prominent place and has been promised a special reward in the life beyond the grave. Nurses are blessed to rank among those called to follow the example of the Good Samaritan by helping their neighbor in the time of need.

"Thus it is that when the dread visitors, sickness and sorrow, enter a household, the afflicted one is the object of all anxiety and interest; the members of the family turn all thought to the care and welfare of the afflicted one. They at once call a man skilled in the healing art, that he may by his knowledge advise the remedies that possess the power to destroy the disease which threatens the life of the loved one.

"Whilst health dwelt in that household, peace, joy, and harmony reigned; now sorrow, care, and anxiety fill all hearts with solicitude.

"The medical adviser sees the family needs the aid of a skilled hand, a thoughtful mind, a will to act, with consciousness of soul. All these qualities are expected to be found in a woman trained for such trying emergencies; such a person the trained nurse should prove herself to be when called into a home in those soul-trying circumstances.

"The afflicted people request their doctor to send or recommend such a person, and the nurse is needed at once; any delay may be dangerous, and the arrival of the nurse is looked for with the utmost anxiety. The doctor telephones to Miss A.; her 'phone is out of order and he gets no answer. He then tries Miss B. Someone informs the doctor 'Miss B. is out; do not know when she will return.' He then with a sigh refers to his note-book for the address of Miss C. He calls her; she has just gone on a case. The doctor by this time begins to whistle. He again refers to his memorandum of nurses and calls Miss D. Yes, she is in, but cannot take his case, as she is engaged by Doctor So-and-so to take a case for him to-morrow. In despair the doctor calls up the superintendent of the hospital training-school, wants her to send him one of her best pupil nurses, as his patient needs immediate attention. The superintendent tells the poor doctor that 'The Illinois State Association does not allow sending out pupil nurses.' He is by this time in a frenzy of impatience and wants to know what the Illinois State Association has to do with it. The superintendent takes refuge behind the bulwarks of the society which has done this good work for the pupil nurse, as it secures to her her full term of training in hospital instead of being sent out to care for patients before she is fully equipped for such responsibility.

"The superintendent after much delay secures a graduate nurse for the case.

"A doctor told the writer that not long ago he sat three consecutive hours at a telephone trying to get a nurse to go into the country. He said he would not have had the patience to do it for himself, but a friend in the country had asked him to send him a good nurse as soon as possible. It was the desire to oblige his friend that gave him the perseverance on that occasion.

"This and similar circumstances occurring daily bring before the intelligently-thinking mind the need of a central medium by which all nurses may be reached at all hours of day and night.

"A lady in this city has managed such a concern for some years, and on close inquiries we fail to hear of any partiality or injustice on the part of the registry management, notwithstanding some one hundred and fifty or two hundred nurses have been registered at a time.

"In this great, busy city, now so populous and extending over so vast an area, and its seventy-odd hospitals and twenty-one training-schools represented in the Illinois State Association, and its hundreds of nurses trained and untrained, it certainly is time a central registering place should be established. When this subject was discussed at a meeting of the Illinois State Association there was much said in its favor, but a few schools objected. Those schools, we are informed, have since changed their views on this subject. The chief objection now comes from individual nurses, who fear they may be slighted. We know of nurses out of the training-school only a few months and others out for years, and they are kept busy all the time, or as nearly so as a nurse can be, by doctors not of their own school, and by men they had never met at their own school. Those nurses have, by their energetic efforts to please the doctors, taken good care of the patient and won for themselves the highest commendations of doctor, patient, and friends.

"Each nurse must endeavor to become all that she is expected to be. The qualities she should possess have been so frequently spoken of and written about that we will not reiterate them here. We simply refer to the well-known lines of Sir Walter Scott,—

‘Oh woman, in our hours of ease,
Uncertain, coy, and hard to please.’

This depicts woman in her whimsical moods, when she too is at her ease and free from care. Let us examine and study the change in womanly personality and character when the occasion calls for strength, courage, and fortitude. The poet goes on to say,—

‘When pain and anguish wring the brow,
A ministering Angel thou!’

"Let each nurse study—yes, *study*—to become to her patient a veritable ministering angel; then no one can deprive her of her patients, and doctors will always want her, and no substitute will fill her place when she is available.

"On this vast Continent of America, traversed as it is by a network of railroads and steamships, transacting an almost incredible amount of business and commerce, foreign and domestic, by means of telegraphy, the wireless or cable connecting the two hemispheres and uniting the Atlantic and Pacific slopes, thus simplifying and quickly dispatching business that would otherwise be slow and cumbersome, let the nurses learn the lesson of unifying the now complex, unsystematized manner of furnishing nurses; let one central station be established in the business portion of our city with an efficient corps of bright, business-like women to manage it, having enough help to attend faithfully to the work at all hours of the day and night.

"The subject may be settled by discussion as to how and by whom the registration shall be managed. The doctors all favor the idea, as the labor of securing a nurse will be greatly simplified.

"Let the rooms be for the nurses a place that they may call their own, where, retiring from the busy thoroughfares, they may enjoy the restful comfort of a chat with their sister nurses or meet friends; after a time a library may be furnished and general reading-room; luncheons may also be served and special meetings held—in fact, let them be a general rendezvous for nurses and all business regarding the nursing profession, registry fee covering all expenses.

"The thoughts expressed in this paper are only suggestions to call forth argument, or the use of reason to produce conviction; in other words,—

"'A beam in darkness; let it grow.'"

PRESIDENT.—This concludes the programme for the morning upon this subject. It would hardly seem fair to those who so ably prepared this programme to pass it by without allowing you some opportunity to ask a question and receive an answer, although we have not time for much discussion. I will therefore give you an opportunity now to present questions upon this subject, and I feel very sure that those who have given it so much time and attention will be glad to answer them.

Then, if there is no question, we will pass on to our next item of business upon the programme, which will be considered in executive session. Therefore we will ask the visitors to retire at the close of some announcements that may be made by the Committee on Arrangements.

EXECUTIVE SESSION.

Meeting called to order by the president.

Roll-call by the secretary.

The secretary again made report of the Executive Committee meeting.

PRESIDENT.—Will you take some action now in regard to the meeting place of the next annual convention?

It was moved by Miss Ross and seconded by Miss Dunderdale that the next convention be held in New York City.

MISS GREENLEES.—Washington has wanted the national association to meet there for a number of years, and they extend the same invitation for next year. We have been very patient, and we have voted for these other cities and voted for Philadelphia this year. We give the same invitation now that you come to Washington next year and then you can go home to New York the following year.

MISS DAMER.—I am very much in favor of the association going to Washington. I think that we should go there; I think that it has been a great advantage to the association to go about; we have more than doubled our membership since we left off going to New York City all the time. Every time we move in another direction we bring in from five to eight new societies. I think that we have got in nearly all of the New York societies now, so that there will be nothing to gain by going there, but I really think we should go further south, and Washington would bring us nearer to a great many of the Southern societies and hospitals that have not come up this far north, but would come to Washington. Then there is another city that ought to be considered also, and that is Detroit. The societies there have been among our earliest members and we want to work for Michigan and Ohio. We want to go in that direction. I am in favor of going to Washington next year.

MISS MCISAAC.—I think the only objection to going to Washington is that it would certainly be a tax upon the hospitality of Washington, Maryland, and Virginia to ask them to have two nurses' conventions there inside of six months. I think it would be better to postpone our visit there for another year.

MISS GREENLEES.—The entertainment of the societies will not overtax Washington. We are perfectly willing, able, and capable to entertain both societies, and on account of our registration bill, which comes up next year, we need all these things; we need the inspiration, we need the work, and we need the help that the national association will give us there.

MISS DAVIS.—I would merely like to say that we are very glad that we have a home and a headquarters in New York, and we would be very glad to go back to it when we do not find any other States willing to entertain us. When they do invite us I think it is our duty to go. We are supposed to move around for educational purposes. It is a very good chance, I think, to go to Washington, because they feel themselves weak and few and they need our support, and it would be a very wise thing to do; they know themselves whether or not their treasury is full enough to entertain us. I do not think the Superintendents' Society will require very much entertainment. They do not want it or ask it or need it.

On motion of Miss Greenlees, seconded by Miss Jennings, it was voted that the next annual convention shall be held in Washington.

PRESIDENT.—We will now pass on to the consideration of the constitution, which has been placed in your hands. I will ask the first vice-president to take the chair.

CHAIRMAN.—We will now call on Miss Riddle, chairman of the Committee on the Revision of the Constitution, to make a report.

MISS RIDDLE.—The report I furnished you yesterday is the report of our

work and what we have been trying to do. I will say further, by way of repetition, that, the constitution was fixed last year, so that we have but the by-laws to attend to to-day, some of which were voted upon last year and accepted as a part of the law for the government of this body. We stopped at the eligibility clause. You have the constitution in your hands and it is unnecessary for me to read the clause on eligibility.

Moved by Miss Giles, seconded by Miss Yocum, that Article I. be accepted.

After considerable discussion, on motion of Miss Nutting, seconded by Miss Palmer, it was decided that after the word hospitals on the third line the words "or include a term in a recognized technical school" be inserted in Article I. of by-laws.

Moved by Miss Frederick, seconded by Miss McLaughlin, that the article be accepted as amended. Carried.

MISS RIDDLE.—If you will recall, or if you have the annual report of the proceedings at the last convention, you will remember that we passed the by-law on membership last year, so that we have nothing to do with that to-day.

On motion of Miss Yocum, seconded by Miss Smith, Article III., on annual meetings, was accepted as printed.

MISS RIDDLE.—I have only to make the same remark concerning By-Law IV. that I made about By-Law II., that it also was decided upon last year; the reason that we could so decide was because it did not interfere with eligibility.

CHAIRMAN.—We will now pass on to the next article, or By-Law V., the Board of Directors.

MISS DAMER.—In order to bring this up for discussion I will move that this by-law be accepted as printed. Seconded by Miss Ross.

MISS RUSSELL.—I would move that the first section of By-Law V. be amended to read that of the six Board of Directors two shall be elected annually—that is, six the first year, two to serve for three years, two to serve for two years, and two to serve for one year.

MISS RHODES.—I second that amendment. Carried.

On motion of Miss Silver, seconded by Miss Frederick, By-Law V. was accepted as amended.

CHAIRMAN.—We will now go on to By-Law VI., on membership.

Moved by Miss McLaughlin, seconded by Miss Milne, that By-Law VI., on membership, be accepted.

MISS RIDDLE.—I would like to move that By-Law VI. be amended to read thus: that the word "organization" be stricken out and the words "affiliated associations" be inserted instead.

Seconded by Brooklyn. Carried.

MISS DAMER.—I move that Section 5 of By-Law VI. be amended to read as follows: By crossing out in the second page "excepting charter members," so that it will read: "Permanent members shall bring credentials from their organizations. After attending three consecutive annual meetings they shall be entitled to vote and shall be eligible for reelection as delegates or officers at any time. Charter members shall be entitled to vote."

Seconded by Miss Bohling and carried.

MISS PALMER.—I move that the section as amended by Miss Damer be accepted as read.

Seconded by Miss Rhodes and carried.

MISS RIDDLE.—I would like to make the statement that the question of honorary membership was settled last year.

On motion of Miss Davids, seconded by Miss Smith, the by-law as printed and amended was accepted.

Mrs. ROBB.—I move that By-Law VII. be accepted as it reads.

Seconded by Miss Dunderdale and carried.

On motion of Miss Ross, seconded by Brooklyn, By-Law VIII. was accepted as printed.

On motion of Miss Smith, seconded by Miss Knight, By-Law IX. was accepted as printed.

Miss ROSS.—I would like to make an amendment to By-Law X. by adding one more committee as a standing committee, the Committee on Nomination.

MISS PALMER.—A Nominating Committee is never a standing committee.

Miss ROSS.—Well, my point is to give the Nominating Committee time to work; if you do not appoint it as a standing committee, let it be appointed a year ahead. I withdraw my motion.

Miss DAMER.—I move that we accept Article X. as it stands. Seconded by Miss Greenthal and carried.

Miss MCISAAC.—I move that we suspend our consideration of the constitution and take it up as our first business this afternoon, and call for the report of the Periodical Committee.

Seconded by Miss Gardner and carried.

Report of Special Committee on Purchasing Periodical, given by Miss Damer:

"Your committee met with the directors of the JOURNAL and found that there was no desire on their part or that of the stockholders to relinquish its management, except that, understanding that they assumed it for the association, they feel under the obligation to turn it over whenever the association is ready to undertake it. The stock is held at a high figure and is considered a very profitable investment.

"Conferring with the delegates, we found that many of the societies were willing to buy shares, some for themselves and some which they would give to the national association, but the majority were in favor of allowing it to remain in the hands of its very able management for the present.

"Your committee, therefore, would recommend that the remaining twenty-eight shares of stock be bought by the association or by the individual alumnae societies."

Miss McLAUGHLIN.—I move that the report of the committee be accepted.

Seconded by Miss Paxton and carried.

Miss DAMER.—I would like to introduce a resolution "That it is the sense of this meeting that the national association at this time buy out THE AMERICAN JOURNAL OF NURSING."

On a call for a vote by the president sixty-five appeared as for the resolution and thirty-nine against it.

Mrs. ROBB.—I move that we adopt ways and means of acquiring the twenty-eight shares of stock to begin with.

Seconded by Miss Goodrich. Carried.

Mrs. ROBB.—I now move that a committee be appointed by the chair to consider the ways and means of acquiring the twenty-eight shares of stock.

Seconded by Miss Paxton and carried.

PRESIDENT.—The chair appoints the same committee that was appointed yesterday.

We will now adjourn until two o'clock this afternoon.

Third day, Saturday, May 14, 1904—Afternoon.

Meeting called to order by the president at two o'clock.

PRESIDENT.—We will continue our programme for the afternoon, and present to you an address, "The Pioneer Work of Alice Fisher in Philadelphia," by Miss Marion E. Smith.

"There was but one answer I could give to the invitation to read a paper on Alice Fisher, a subject so near to my heart, yet I feel I ought to begin with an apology for its crudity, which I trust, however, you will pardon on the grounds of my having very little time to give to it. But where to begin and how to stop I hardly know. The committee who asked me remarked that it would be easy for me to write an address on Miss Fisher, because I knew her so well; but that is just what makes it difficult—there is so much to say. She was so many-sided and so unusual a woman that to attempt a description of her seems almost hopeless. Dead. Alas! Sixteen years on the third of June. She lives in the hearts of those who loved her as vividly as though she were yet with them. I will endeavor briefly to outline her life and work, and then pass on to herself as I knew her. You will forgive me if I here quote from what has already been written, as it would be necessarily much the same, and is better said than I could say it:

"She was born in Greenwich, England, June 14, 1839, and was the elder daughter of the late Rev. George Fisher, R.N., F.R.S., whose father was head-master of Eton College. During her father's long illness she was his faithful attendant, and from that service she became impressed with the belief that her mission on earth was the care of the sick and unfortunate.

"She was trained at St. Thomas's Hospital, London. Then she was assistant superintendent at the Royal Infirmary, Edinburgh. Afterwards she was superintendent of the Fever Hospital at Newcastle. Then she became superintendent of Addenbroke's Hospital, Cambridge, where she remained five years.

"From there she went to Radcliffe Infirmary at Oxford. She then became superintendent of the General Hospital, Birmingham, and from there came to the Philadelphia Hospital, accompanied by Miss Edith Horner as assistant."

"Dr. White, in writing of her, says:

"During the years she spent here she saw order and neatness and cleanliness replace disorder and slovenliness and filth; she saw an intelligent and beneficent system evolved from a chaos of ignorance and neglect; she saw a largely increased population taken care of with a

decreased mortality, and with a simply incalculable addition to their comfort and happiness and self-respect.

“She saw her pupils going from this hospital to take positions of honor, and to spread her teachings in all parts of the country; she saw, in other words, the work to which she had consecrated the last years of her life, and to which she had given herself with such intensity of purpose and self-sacrifice, placed upon an enduring foundation, and realized that she had here an imperishable monument.

“It is not too much to say that her devotion to this work materially shortened her life. After she learned that she had an incurable disease of the heart, in which none knew better than she the importance of mental and physical rest, she was as energetic, as devoted, as unsparing of herself as ever. With every comfort and luxury of life awaiting her at the hands of kind friends nearby, and of loving relatives at home, she deliberately preferred to stay here to carry on her work, and to die in harness.

“In her death this hospital and this city has suffered an irreparable loss. Her work was extraordinary, both in its amount and in its quality, showing a masculine force and breadth of understanding, with a feminine tact and insight into character, which made her one of the moving forces of any community in which she lived, and which places her among the remarkable women of her time.’

“It was my good fortune to be one of her pupils for a year in the General Hospital, Birmingham, England, and afterwards in the Philadelphia Hospital for two years. Her gracious presence, her charming, courteous manners, and her gentle mind made me her devoted admirer at first sight. Shall I try, vainly, I fear, to describe her? My words are as inadequate to make you see her as she was, as though I described a sunset to someone who was blind, or wrote the notes of a song sung by a glorious voice for a deaf man to read, with the expectation that he could fill in the beauty of the human tones by imagination.

“Almost six feet tall, very slender, a cultured gentlewoman, with true Saxon golden hair, and a low, musical voice, she was very striking in appearance, and possessed to a greater extent than anyone else I have ever met personal magnetism, which enabled her to sway easily the large number of people she governed in any direction she wished. Her ideals were so high, her tone so lofty, her atmosphere so pure, her own life so consistent, one scorned to stoop to the petty things tolerated by other people, and so she brought out the very best in all of us, and constant striving to be what she would have us become a pleasure and a habit. She called forth earnest and lasting affection from her pupils, and wherever she lived was surrounded by a group of sincere friends, proud

and glad to do anything she asked. We were truly ruled by a loving hand. Her influence rests with us, and her impress upon the characters of many will last until death, and after.

"She was merciless and stern to the evil-doer until she was sure repentance was genuine, when she became once more the gentlest and tenderest of women, always ready to sympathize and assist. She had the faculty—somewhat rare in these days, I think—of making people believe in her thoroughly. From her decision there was with her pupils no appeal. We accepted it—in our hearts, I mean, of course—as just and right, and loyalty was easy, for we not only loved her, but respected her. While she was a strict disciplinarian, she had that sweet reasonableness which caused her to know when to relax.

"She was not afraid of hurting her personal dignity by unbending to her subordinates at the proper time, and yet I venture to say no one ever dared to grow familiar as a result. Let me quote Mr. R. C. McMurtie, who was for many years a member of the Board of Charities:

"'Doubtless there have been persons as accomplished in her art, though none more so, but it was her character that carried her through. Firmness, without a tinge of obstinacy; gentleness, as great as that of the most tender of her sex; high breeding, intellectual capacity, and education fitting her as a companion for the highest, the most refined, combined with perfect knowledge of the art—profession, it deserves to be called—and an enthusiastic devotion to it, so that she preferred to live in this hospital rather than in the society of the advanced thinkers of England, and to die here rather than with her own family; these are the grounds of her remarkable success, and on these was built up her noble reputation. That the common judgment ratified the choice for the foundress of this most beneficent institution, the Training-School for Nurses of the Philadelphia Hospital, was proved by the long line of sorrowing friends of all classes that followed her to the grave, a stranger without one connection of blood on this side of the Atlantic.'

"She was invariably altruistic. When I was a pupil in England I went to her room one evening rather later than usual to find her absent, and I was told by her assistant that she was in one of the wards, and was going to sit up all night with a young girl with phthisis, who had asked for her and who was afraid to die alone. Tell me, do many heads of hospitals come so near to their patients as this? Next day she was as busy as ever, and made her rounds of three hundred beds as cheerfully as though she had rested all night. She loved her work better than anything else, and inspired us with a love and reverence for it too, and this, I think, was one great reason for her wonderful success.

"A few days after the great fire of 1885 in the Philadelphia Hospital one of the insane patients (temporarily housed in the women's out-wards) set fire to a bed, and Miss Fisher considered extra vigilance was necessary. Taking two pupils from the school, she went with us on duty and through the long night made rounds at intervals with a lantern, bringing quiet and order by her presence, as she always did, until at last, towards early morning, we persuaded her to go to bed. As I went with her in turn, again and again Longfellow's lines on Florence Nightingale came into my mind:

"'Lo, in that house of misery,
A lady with a lamp I see
Pass thro' the glimmering gloom
And shine from room to room.

"'As if a door in heaven should be
Opened and then closed suddenly
The vision came and went,
The light shone and was spent.'

"She had a way, after some of us had left the hospital, of writing and asking us to 'come and spend a happy day' with her. One I remember well. A colored pupil arrived, and her coming caused a good deal of feeling among some of the nurses, who declared they would not sleep in the dormitory with her. What did Miss Fisher do but take her into her own bedroom and let her sleep in the bed of Miss Horner, who was absent. This so effectually shamed the nurses that the commotion promptly subsided. She constantly impressed upon us the force of example and personal influence. She would say, 'You had better not do that; you must be doubly careful; remember you are no longer a private individual,' and while she was far from being prudish, she was full of fun and often witty, with a keen sense of humor.

"She was most careful in all she said and did. She enjoyed difficulties, and the greater the obstacle the better she liked it, persevering until it was overcome, though it took many months of hard work. When a probationer I said to her: 'There are so many things to learn they discourage me; shall I ever be able to master them?' and her answer was: 'My dear, erase the word discouragement from your dictionary and your mind; it isn't worthy of a woman who hopes to be a nurse; never let me hear you say it again,' and I obeyed her, much to my after advantage. She was always cheerful and never self-obtrusive, putting her physical feelings aside and working many a day after an almost entirely sleepless night—for she had a heart lesion, and was often ill enough to be in bed, and yet she so disliked to give up that she never really relinquished her duties, and was on duty up to the day she died.

"When her strength began to fail, and the long rounds proved too much for her heart, she made them in a wheel-chair daily, and for many weeks, when too ill to walk, she was carried down to the reception-room on 'recreation evenings,'—the one night in the week given up to an informal dance for the nurses,—that she might keep in touch with them still. A few weeks before her death in a note to me she says, 'My children have spoiled me so that I can't bear a ruffle on the calm which surrounds me now.'

"All came to her with their troubles, whether they had a right to or not. Writing to me from the steamer *Etruria*, when she last went home, she said: 'I am interrupted every minute by old women who come and ask me questions to which I can't reply—the rules of the ship, the run, the precise hour at which we shall reach Queenstown—I believe I must have a kind of inspired look. How should I know?' She spoke in jest, but it was very true; she had indeed an inspired look, which meant not only a brain far above the average, but a pure and lofty woman's soul. She had that keen intuition of character which comes, may I say, to our sex only, and to us but rarely, which was of infinite use to her in dealing with the many people she came in daily contact with. She had studied human nature so well that she read it with surprising clearness, and separated the false from the true usually without fail.

"The patients loved her sincerely, as well they might, for with her advent comfort and cleanliness dawned, and to this day those who knew her talk of her and her nurses, 'The Trainers,' as we were called by them when we first went to the hospital, which title still clings, and to this day no one knows whether it was an abbreviation of 'trained nurse,' coined for the sake of brevity, or a word descriptive of our educational system. She took an individual and personal interest in us, and was never too busy to listen to our complaints or troubles—real or imaginary. Nothing was done mechanically; the human touch showed through everything she did. Never self-seeking herself, she shamed us out of the bickerings which came usually from vanity and selfishness. The common aim—the care and responsibility of human life—was never lost sight of, and all efforts and all work were for that object alone.

"Many were the lessons in worldly wisdom she taught us we who were trained by her will never forget. What a privilege it was to have known her I regret you cannot all appreciate; to have had such an ideal before us was an inspiration in itself, which lifted our lives out of the commonplace. Nothing was accounted paltry or small in a nurse's life; each duty had its own importance and all work a dignity. She believed thoroughly in Herbert's lines:

" 'Who sweeps a room as to Thy laws
Makes that and every action fine.'

"The evening before her death she was delirious part of the time. She had once said that the last sound on earth she would like to hear would be the voices of the nurses singing hymns, as they were wont to do Sunday evenings. So the organ was brought into the hall and the girls grouped around it and sang her favorites. I shall never forget the scene. As the sound of the clear, girlish voices rang out and floated up the stairs into the bedroom, strains that grew faint and wavering as the sorrow of the singers overpowered them, "What is that?" Miss Fisher asked, rousing out of her lethargy. 'The girls singing,' someone answered. 'My own dear Blockley girls,' she responded. 'I always loved them better than any other.' And so her last wish was realized, for she died in a few hours, and was not conscious many minutes at a time after. To the last her sweet courtesy never left her, and not once was the slightest service rendered that a gracious 'Thank you' did not follow.

" 'In a strange land, a stranger! Low we laid her,
Coffin'd in English oak; her only pall
The flag 'neath which her sailor fathers conquer'd—
Like them, in stress of battle did she fall.
Only a stranger! Yet our city honors
With best and foremost sons this sad array:
And strong men weep; and the triumphant singing
Breaks into sobs of grief above her clay.
Only a stranger! With us four short winters!
"The English nurse," men called her, as they smiled
In scorn that we should need her, soon forgetting
The friend they loved was not Columbia's child.
But now she is our own! For other strangers—
Our poor and sick—her very life she gave!
Oh Mother Country, glorying in thy heroes,
She is our own forever by this grave!'

And to have known her 'is part of our life's unalterable good.'"

MISS MARKHAM.—I move that the vote that was passed this morning adopting By-Law X. be reconsidered.

Seconded by Miss Brobson and carried.

MISS RIDDLE.—I move that we strike out all of the second paragraph (a) down to the period after "necessary," just to make room for the insertion of anything you may want.

Seconded by Miss Paxton and carried.

MISS DAVIDS.—I move that a fourth committee, a Programme Committee, be inserted.

Seconded by Miss Dunderdale and carried.

On motion of Miss Milne, seconded by Miss Riddle, the word "other" in the second paragraph under (a) was stricken out and "local" inserted, reading "it shall make all local arrangements."

On motion of Miss Davids, seconded by Miss Milne, paragraph (a), By-Law X., was accepted as amended.

On motion of Miss Damer, seconded by Miss Russell, paragraph (b) of By-Law X. was accepted as it stands.

On motion of Miss Giles, seconded by Miss Giberson, paragraph (c) of By-Law X. was accepted as printed.

MISS DAMER.—I move that a fourth section under (d) be inserted, that of the Programme Committee, to read as follows: "The Programme Committee shall consist of not less than five members; it shall prepare and arrange the programme of papers and discussions, and in conjunction with the Committee on Publications prepare a complete programme for the entire session and provide as many copies of the same as may be needed. It shall send to the Publication Committee a report of its proceedings within one month after the adjournment of the annual meeting.

Seconded by Miss Davids and carried.

On motion of Miss Davids, seconded by Miss Fleetwood, Section 3 of By-Law X. was accepted as printed.

On motion of Miss Giberson, seconded by Brooklyn, Section 4 of By-Law X. was accepted as printed.

CHAIRMAN.—That brings us to By-Law XI., that of Nominating Committee.

MISS ROSS.—I move that the By-Law XI. on Nominating Committee be amended to read as follows:

"SECTION 1. Immediately after adjournment of the morning session of the last day of the annual meeting the delegates of all the affiliated organizations present shall go into executive session, and a Nominating Committee of five shall be appointed from the floor for the coming year, only one nomination to be made by the delegate of any one organization.

"SECTION 2. It shall be the duty of the Nominating Committee to meet at least one month before the annual meeting and to nominate two or more candidates for every office to be filled at the annual election. A printed list of the nominations shall be given each delegate at the opening of the morning session of the second day of this meeting. Election shall be by ballot and shall be conducted by a judge and two others appointed by the Board of Directors. The polls to be open until the opening of the afternoon session. The candidate for any office who shall receive the highest number of votes is thereby elected."

Seconded by Miss Rhodes and carried.

MISS GILES.—I move that By-Law XI. as amended by Miss Ross be accepted. Seconded by Miss Paxton and carried.

On motion of Miss Davids, seconded by Miss McLaughlin, By-Law XII. was accepted as printed.

On motion of Miss Giles, seconded by Miss Dunn, By-Law XIII. was accepted as printed.

On motion of Brooklyn, seconded by Miss Dunderdale, By-Law XIV. was accepted as printed.

On motion of Miss Duncan, seconded by Miss Jones, By-Law XV. was accepted as printed.

MISS DAMER.—I move that this constitution and by-laws as amended be adopted by the association.

Seconded by Mrs. Lowry and carried.

MISS DAMER.—I move that this constitution go into effect at the close of

this annual meeting, with the exception of Articles V. and XI., which will go into effect immediately.

Seconded by Miss Paxton and carried.

PRESIDENT.—Now this gives us something that we have not had for a long time—viz., a constitution by which we can be governed. The Committee on Revision would like an honorable discharge.

MISS DAMER.—I move that the Committee on the Revision of the Constitution be honorably discharged and their report adopted.

Seconded by Mrs. Wilcox.

SECRETARY.—May I amend that by adding a vote of thanks from the association to the members of the Revision Committee, and especially to Miss Riddle, who, in addition to her duties as president, has had the chairmanship of this committee.

Seconded by Miss McLaughlin and carried.

PRESIDENT.—We have a Committee on Resolutions. Will they now present them?

MISS GILES.—I move that a vote of thanks be extended to the Committee on Arrangments for the management of the entire meeting so far as their part of the work is concerned. They have been most faithful and deserve great credit for their work.

Seconded by Miss Parrish and carried.

MISS DAMER.—I move a vote of thanks be extended the managers of the Philadelphia hospitals, the alumnae associations, and the graduate nurses of Philadelphia for their generous hospitality and their many thoughtful and well-carried out plans for our welfare.

Duly seconded and carried.

MISS RHODES.—I move that a vote of thanks be extended to Miss Spring for the able manner in which she supplied the luncheons.

Seconded by Miss Giles and carried.

MISS DAVIS.—And last, but not by any means least, I should like to move a vote of thanks to the directors of the Drexel Institute for the courteous and substantial interest shown in the progress of the nursing profession by tendering the use of this commodious hall and the freedom of the building for the convention.

PRESIDENT.—I would like to ask if it is your pleasure to refer any question of alliance with the Red Cross Society to the Executive Committee and Board of Directors?

SECRETARY.—I would like to move that since Miss Riddle has already conferred with ladies on the Board of Directors of the Red Cross Society, she be empowered to associate with her two, three, or four people whom she knows to be interested in the matter, and proceed in such manner as the committee thus formed may decide.

Seconded by Miss Dunderdale and carried.

PRESIDENT.—There is another matter to be considered before closing our convention. What shall be done about sending our greetings to the Women's Congress in Berlin?

MISS FREDERICK.—I move that our secretary be asked to convey our greetings as formulated by our Executive Committee to the Women's Congress in Berlin.

Seconded by Miss Milne and carried.

PRESIDENT.—We will now call for the report of the Nominating Committee.

MISS MILNE read the report of that committee:

"The Nominating Committee met in the Drexel Institute at nine-thirty A.M. Saturday, May 14, Miss Ross, Maryland, in the chair; present, Miss Rhodes, New York; Mrs. Higbee, Illinois; Miss Rose Smith, Detroit; Miss Paxton, Washington, D. C.; Miss Russell, Connecticut, Rhode Island, etc.; Miss Metcalfe, Massachusetts, and Miss Milne, Pennsylvania, and would submit the following list of candidates:

- "For president—Miss Riddle; Miss Rudden.
- "For first vice-president—Miss Damer; Miss Greenlees.
- "For second vice-president—Mrs. Hutchinson; Miss Whitaker.
- "For secretary—Miss Delano; Miss Hartman.
- "For treasurer—Miss Way; Mrs. Lowry.
- "For chairman Committee on Arrangements—Miss Nevins.
- "Directors for three years—Miss McIsaac, Miss Nutting, Miss Jennings.
- "Directors for two years—Miss Dolliver, Miss M. E. Smith, Miss McCully.
- "Directors for one year—Miss Goodrich, Miss Casey, Miss Bailey."

MISS HALL.—I move that the report of the Nominating Committee be accepted.

Seconded by Miss Paxton and carried.

On motion of Miss McLaughlin, seconded by Miss Bowen, Miss Healy's name was added to the list of candidates for treasurer.

On motion of Mrs. Fleetwood, duly seconded, Miss Thornton's name was added to the list of candidates for secretary.

On motion, duly seconded, Miss Milne's name was added to the list of candidates for president.

PRESIDENT.—I am now going to ask you to come to order. Do you remember that we provided in our new constitution that the Nominating Committee should be appointed this year for next,—“a Nominating Committee of five to be appointed from the floor”?—and it is our purpose to ask you to go into that while we are waiting for the report of the tellers.

On motion of Miss Giles, seconded by Miss Holden, the name of Miss Milne was placed on the Nominating Committee.

On motion of Miss Fairbank, seconded by Miss Shephard, the name of Miss Bowen was placed on the Nominating Committee.

On motion of Miss Gardner, seconded by Miss Hall, the name of Miss Rudden was placed on the Nominating Committee.

On motion of Miss Kelly, seconded by Miss Holden, the name of Mrs. Higbee was placed on the Nominating Committee.

On motion of Miss McLaughlin, seconded by Miss Curtis, the name of Miss Cabaniss was placed on the Nominating Committee.

Miss Milne for the tellers reported the election of the following officers:

President—Miss Riddle.

First vice-president—Miss Damer.

Second vice-president—Miss Whitaker.

Secretary—Miss Thornton.

Treasurer—Miss Healy.

Directors for three years—Miss McIsaac, Miss Nutting.

Directors for two years—Miss Dolliver, Miss M. E. Smith.

Directors for one year—Miss Goodrich, Miss Casey.

PRESIDENT.—You have heard the result of the election. As the hour is late and we are detaining our friends who are waiting outside, we will now adjourn to meet in Washington next year.

CONSTITUTION AND BY-LAWS OF THE NURSES' ASSOCIATED
ALUMNÆ OF THE UNITED STATES

CONSTITUTION.

ARTICLE I.

Name.

This association shall be known as the Nurses' Associated Alumnæ of the United States.

ARTICLE II.

Objects.

The objects of this association shall be to strengthen the union of nursing organizations, to elevate nursing education, to promote ethical standards in all the relations of the nursing profession.

ARTICLE III.

Officers.

The officers of this association shall be a president, a first and a second vice-president, a secretary, and a treasurer. They shall have such duties as shall be hereinafter provided.

ARTICLE IV.

Meetings.

This association shall hold an annual meeting at such time and place as may be determined upon by the association from year to year.

BY-LAWS.

I.

Eligibility.

Alumnæ associations whose members are graduates from general hospitals giving not less than three full years of training in the hospital, which training may be obtained in one or more hospitals, or include a term in a recognized technical school, shall be eligible for membership in this association by sending thereto accredited delegates and paying annual dues.

II.

Membership.

The membership in this association shall be divided into active, permanent, and honorary.

Active membership shall consist of delegates duly elected to represent the nursing organizations belonging to this association, including all officers.

Permanent membership shall consist of charter members, former delegates, and officers.

Honorary membership shall consist only of women who shall have rendered distinguished service in the nursing profession.

III.

Annual Meeting.

The annual meeting of this association shall include all officers of the association and delegates from nursing organizations in such proportion to their numbers as shall be hereinafter specified, permanent members and visitors according to the rules of the association.

IV.

Duties of Officers.

SECTION 1. The president shall preside at the annual meeting and appoint all committees not otherwise provided for. She shall be an ex-officio member of all committees.

SEC. 2. The vice-presidents shall, according to their rank, in the absence of the president perform her duties.

SEC. 3. All officers shall be elected annually.

SEC. 4. The secretary shall keep the minutes of the meeting, conduct the correspondence of the association, and send by mail to the Board of Directors and to the nursing organizations affiliated copies of all such matters as may be necessary. She shall preserve all papers, letters, and unpublished transactions of this association.

SEC. 5. The treasurer shall collect, receive, and have charge of all funds of this association. She shall deposit such funds in a bank of good credit, shall make all her payments by check, and shall pay such bills only as shall have been approved by the president or the chairman of the Executive Committee. She shall submit her reports and accounts every year to the auditor, and shall report to the Executive Committee, whenever requested to do so, the financial standing of the association.

V.

Board of Directors.

SECTION 1. The Board of Directors shall be composed of the president, vice-president, secretary, and treasurer, and six others who shall be appointed from among the permanent members of the association. Six shall be elected the first year, two of whom shall serve for three years, two for two years, and two for one year, and two shall be elected annually thereafter for three years. Nominations for such offices shall be made by the Nominating Committee and election shall be by ballot.

SEC. 2. The Board of Directors shall choose from its own members an Executive Committee of at least five, who shall meet as often as necessary and transact such business as may come before it. They shall report at the annual meetings.

SEC. 3. The Board of Directors shall appoint an Eligibility Committee and such sub-committees as may be required for the proper transaction of business.

SEC. 4. The Executive Committee shall have the treasurer's accounts audited yearly by a professional auditor.

VI.

Membership.

SECTION 1. Active members shall be duly elected delegates from affiliated nursing organizations. They shall be entitled to vote at the annual meetings. They shall be eligible for office.

SEC. 2. Each affiliated organization shall have the privilege of sending to the annual meetings of this association one delegate for every fifty of its members and one delegate for every additional fraction of more than half that number; organizations of less than fifty may send one delegate.

SEC. 3. Affiliated associations with large membership may send delegates with power to vote by proxy, such delegates to bear credentials showing the number of votes to which their organization is entitled.

SEC. 4. Each affiliated association shall notify the secretary of the association of the number of delegates who will be present at the annual meeting at least one month prior to the date of this meeting.

SEC. 5. Permanent members shall bring credentials from their organizations. They shall be entitled to attend all general sessions of the annual meeting and to participate in debate on professional and ethical subjects. They shall continue in these privileges so long as they remain in good standing in their organizations, and after attending three consecutive annual meetings they shall be entitled to vote, and shall be eligible for reelection as officers or delegates at any time. Charter members shall be entitled to vote.

SEC. 6. *Honorary Members.* The names of such proposed members shall be presented at the close of the first session of any annual meeting and shall be voted

upon at the closing session of the same. A unanimous vote of the members present shall be required to elect. Honorary members shall be given all the privileges of the association, but shall not hold office and shall have no votes.

SEC. 7. All nurses in good standing in affiliated organizations may attend all general sessions of this association, but shall not be entitled to the privilege of vote or debate. They shall present a card of admission signed by the president of their organization.

VII.

State Organizations.

A State organization shall become affiliated with this association by sending one delegate at large and the payment of annual dues of five dollars. Its secretary shall send annually a copy of its constitution and by-laws, with the names of its officers and members, to the secretary of this association, who shall transmit it to the Executive Committee.

VIII.

Right of Appeal.

Any affiliated organization may have the right of appeal to the Board of Directors, whose decision shall be final.

IX.

Guests.

The president of this association shall have the privilege of inviting special guests to the general sessions of the annual meeting.

X.

Committees.

SECTION 1. All standing and sub-committees not otherwise provided for shall be appointed from the floor, unless ordered by a vote of the association.

SEC. 2. The standing committees shall be as follows, appointed by the Board of Directors:

- (a) On Arrangements,
- (b) On Publications,
- (c) On Eligibility,
- (d) On Programme.

(a) The Committee on Arrangements shall consist of not less than five members. The chairman of this committee shall be a resident of the city in which the annual meeting is to be held.

It shall make all local arrangements for the meeting and superintend the registration of delegates and permanent members. It shall send to the Publication Committee a report of its proceedings within one month after the adjournment of the annual meeting.

(b) The Publication Committee shall consist of three members, one of whom shall be the secretary.

It shall be the duty of this committee to obtain estimates of cost before printing, and supervise all publications of the association.

(c) It shall be the duty of the Eligibility Committee to investigate the fitness of all nursing organizations applying for membership in this association. They shall report their findings to the Board of Directors, whose decisions as to eligibility shall be final.

(d) The Programme Committee shall consist of not less than five members; it shall prepare and arrange the programme of papers and discussions, and in conjunction with the Committee on Publications prepare a complete programme for the entire session and provide as many copies of the same as may be needed. It shall send to the Publication Committee a report of its proceedings within one month after the adjournment of the annual meeting.

SEC. 3. A majority of any committee shall constitute a quorum unless otherwise provided.

SEC. 4. All standing committees shall report annually.

XI.

Nominating Committee.

The Nominating Committee shall be formed thus:

SECTION 1. Immediately after adjournment of the morning session of the last day of the annual meeting, the delegates of all the affiliated organizations present shall go into executive session, and a Nominating Committee of five shall be appointed from the floor for the coming year, only one nomination to be made by the delegates of any one organization.

SEC. 2. It shall be the duty of the Nominating Committee to meet at least one month before the annual meeting and to nominate two or more candidates for every office to be filled at the annual election. A printed list of the nominations shall be given each delegate at the opening of the morning session of the second day of this meeting. Election shall be by ballot and shall be conducted by a judge and two others appointed by the Board of Directors. The polls to be open until the opening of the afternoon session. The candidate for any office who shall receive the highest number of votes is thereby elected.

XII.

Dues and Fees.

SECTION 1. Each and every alumnae association joining the Nurses' Associated Alumnae of the United States shall pay an initiation fee of five dollars for every fifty members and for every additional fraction of more than half that number. Organizations of less than fifty members shall pay five dollars. This fee shall be paid by the treasurer of each organization within one month after admission into this association.

SEC. 2. This fee shall include annual dues for the first year. Annual dues thereafter to be fixed yearly by the Board of Directors of this association. Annual dues shall be paid to the treasurer at the annual meeting.

SEC. 3. Any nursing organization which shall neglect to pay its annual dues for any year shall not be entitled to send delegates to the annual meeting of this association of that year.

SEC. 4. Any organization which shall fail to pay its dues for two successive years shall cease to belong to this association.

XIII.

Fiscal Year.

The fiscal year shall extend from the end of one annual meeting to the beginning of the next.

XIV.

Amendments.

SECTION 1. Amendments to the constitution shall be proposed in writing at the first session of the second day of the annual meeting, and shall be voted upon at the annual meeting next subsequent to that at which such amendment shall have been proposed, it being provided that each nursing organization shall receive a copy of any proposed amendment at least three months prior to the meeting at which action is to be taken. Provided, further, that when an amendment is properly under consideration, and an amendment is offered thereto germane to the subject, it shall be in order, if adopted, and shall have the same standing and course as if proposed at the preceding meeting of the association.

SEC. 2. Amendments to the by-laws of this association may be effected by a majority vote at any meeting, due notice of such amendment having been given one month prior to the meeting.

SEC. 3. A majority vote of all members present at the meeting shall be required.

XV.

Deliberations of all meetings of this association shall be governed by the "Woman's Manual of Parliamentary Law," by Harriet R. Shattuck.